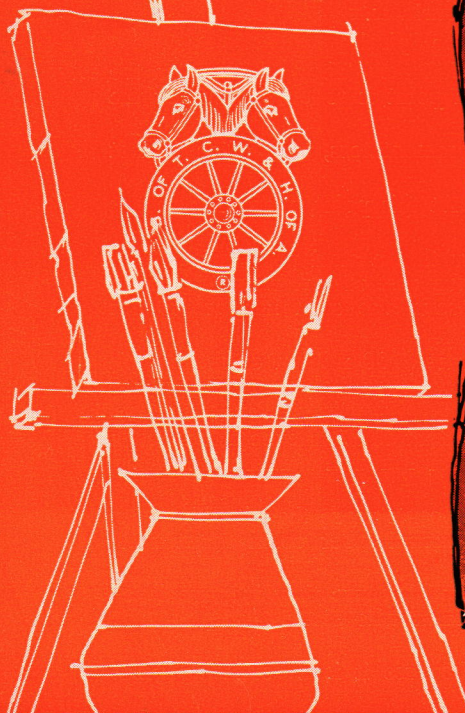
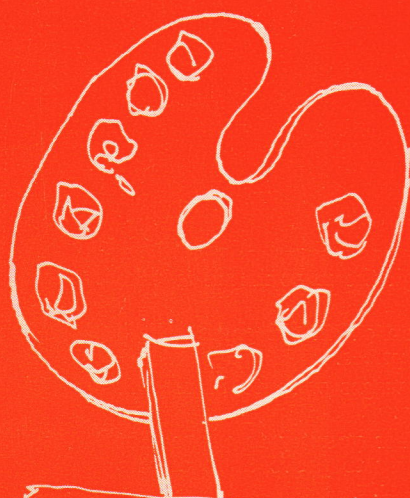


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

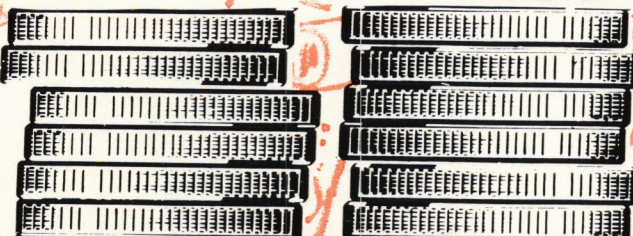
SEPTEMBER, 1966



Teamster Art Exhibition in New York City . . . see page 23



PRICES WAGES



LABOR'S PLACE IN HISTORY



THE AMERICAN PUBLIC has for some time now been invited daily through the news media to take part in a new national game called, "Guidelines."

While it may appear to be a new game, it is really an updated version of an old game called, "Wage-Price Spiral," for it has the same elements—strikes, profits, wages, and prices.

The goal of "Wage-Price Spiral," you will recall, was to prove that wages were to blame for higher prices and all our other economic troubles. It was a real simple game.

"Guidelines," however, is played in a more complicated manner. Either you try to prove that labor's wages and strikes are responsible for any inflationary trends, or you try to prove there are no inflationary trends despite the excessive prices and profits enjoyed by big business.

As you can see, this is a much different game from old "Wage-Price Spiral."

There are some day-to-day problems that attend the game of "Guideline." They all hinge on the fact that the public must try to determine anew almost each day which point is to be proved for the moment.

Newspaper and television news (editorials and columnists and commentators, too) often do not give solid clues to the goal of the day.

Occasionally, the news media pursue both goals simultaneously. At this point, many Americans throw their game cards in the air, refusing to play, and go have a beer.

Take John Q. Citizen, for instance, who one day reads or hears that a steel price increase of \$5 a ton across the board is negligible because it adds only 28 cents to the cost of a refrigerator, \$3 to the cost of an automobile, and so on. (Furthermore, the President says, the steel increase is not inflationary.)

Or, John Q. Citizen reads that 40 corporations are expected to net \$100 million or more each during 1966, setting new profit records in the process. (In the same newspaper, he can read that the wage demands of airline mechanics are excessive.)

Or, John Q. Citizen hears from the U.S. Chamber of Commerce that 1967 is expected to be a big strike year when an exceptional number of labor contracts come up for renewal. (There is never a mention of the old saw that "it takes two to tango.")

Or, John Q. Citizen learns that while a loaf of bread now costs 3 cents more than it did a year ago, farmers get only ½ cent of that increase, the rest going into additional labor costs. (But none discuss the middleman's increased take.)

Or, John Q. Citizen is told that certain strikes should be prohibited because they inconvenience the public interest and threaten profits. (But nary a word about the striker who seeks to improve his standard of living which also is in the public interest.)

There are indications that "Guidelines" is losing in popularity because it is a confusing game in which the standards change too much and too often.

If this is so, then we can probably expect a return to "Wage-Price Spiral," in which the players—while not given any challenge to their wits—all just *knew* that labor was forever at fault in all ways right from the beginning.

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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The



FIELD

Council President On Civic Committee

William Presser, president of Teamster Joint Council 41 in Cleveland, Ohio, recently was named to the Greater Cleveland Growth Board Labor-Management Coordinating Committee.

The group, composed of leaders in Cleveland area industry, works toward attracting more business into the metropolis in both production and distribution.

South Carolina Member Elected Legion Cmdr.

George L. Hardee, a long-time member of Teamster Local 509 headquartered at Columbia, S.C., recently was elected commander of American Legion Post 79.

Hardee is shop steward for Central Motor Lines in Columbia. He has been a member of the Teamsters Union more than 12 years.

Oregon Driver Aids Accident Victims

First aid training and a willingness to help have won Larry L. Smith, a member of Teamster Local 883 in Hood River, Ore., the gratitude of two women motorists.

Mrs. Mary Williams and her granddaughter, Mrs. Randy Britt, an expectant mother, were driving toward Spray, Ore., when, as the grandmother put it, "all at once we were in a serious accident."

A large crowd of people collected about the accident scene quickly but none offered assistance until Smith, returning home from his construction driving job at a nearby project, came along.

He administered first aid and summoned a construction company ambulance to the scene. The ambulance took the women to The Dalles, Ore., with Smith riding along to continue his aid. Smith spent two years in the army as a medical corpsman.

Shortly after the accident, Mrs. Britt gave birth to a daughter, Sharon, who had incurred a broken arm as a result of the mishap.

'Father' of Local 70 Dies At Age of 90

James E. Cronin, "father" of Teamster Local 70 in Oakland, Calif., died in his home recently at the age of 90.

Cronin, three times president of the local union, was its dispatcher when he retired 25 years ago. At that time, a special pension was created for him

by the membership in appreciation of his long service.

Driving a team of horses as a piano mover, Cronin saw the need of a union early in the century and with 6 others obtained a charter for an Oakland Teamsters Local, Oct. 1, 1903.

He negotiated contracts with the employers and in several instances of crisis was credited with holding the local union together.

Teamster Driver 4th In Pike's Peak Climb

Teamster Bill Boldt entered the annual Fourth of July Pike's Peak Hill Climb race for the first time this year and wound up in fourth place in the grueling test for both cars and drivers.

Boldt's time over the 13-mile gravel route was a split second over 14 minutes and 40 seconds. The route is narrow with 155 curves. Racers go against time as they drive from a 7,000-foot level to the top of Pike's Peak which is more than 14,000 feet high.

Boldt, a member of Teamster Local 692 in Long Beach, Calif., won the 1962 United States Sports Car championship in the "C" modified and over 2-litre classes.

Business Agent Dies In Racing Accident

Lee Smith, a business representative for Teamster Local 961 in Denver, died recently when the race car he was driving locked wheels with another car and went out of control at the Air Capitol Speedway in Wichita, Kan.

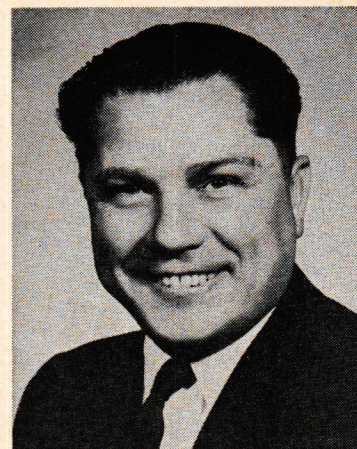
Smith was prominent in Colorado automobile racing for several years. He was a midjet auto driver and served as president and competition director of the Rocky Mountain Midjet Racing Assn.

Cincinnati Drivers Win Safety Awards

Safe driving awards recently went to members of Teamster Local 100 in Cincinnati, Ohio, who are employed by Hilltop Concrete Corp., which won an award for having the best safety record among the largest concrete producers in the United States.

Altogether, the honored drivers compiled an amazing record of accident-free miles. Tops was Harry Fischer with a record of 255,000 accident-free miles over a 17-year period.

Message of the General President



A National Emergency Does Exist

CONTRARY TO the testimony of Secretary of Labor Willard Wirtz last month during the airline strike, a national emergency did exist.

It was not an emergency created by the grounding of 60 per cent of commercial airline service, but an emergency created when the U. S. Senate passed a resolution which, if acted upon by the House and signed by the President, would have forced free men to return to their jobs.

The Labor Secretary testified that no national emergency existed, only an inconvenience to those who use the airlines. Defense Secretary Robert McNamara testified that the strike had no effect on the war in Viet Nam.

Yet, the sentiment in the U. S. Senate was to force free men to work under conditions and for wages which were unacceptable to them.

Whenever sentiment exists among men who make laws in a free country to force that country's citizens to work against their will, truly a national emergency does exist.

A lesson that seems never to have been learned in this country is that inconvenience is a small price to pay for freedom. Because once freedom is swept away by a law that forces free men to work against their will, the price of buying back freedom is seldom available to those who would make the purchase.

Another lesson which is often forgotten is that free collective bargaining will work if left alone to do so. Yet, we hear pious shouts from certain members of the Congress proclaiming that our labor laws must be reworked, that we must have the means of dealing with so-called "national emergency strikes."

What is most often overlooked is that often the so-called "national emergency strikes" occur—or negotiations become deadlocked—in disputes which fall under the jurisdiction of the Railway Labor Act where free collective bargaining is a dead duck.

The Railway Labor Act invites third party

(government) intervention. Before a union may strike it must serve notice on the National Mediation Board. The Board then may step into the dispute on its own volition or at the invitation of the employer. Then, the machinery can take the dispute all the way through a Presidential panel before the union can take economic action.

And, ask any union negotiator who has ever run into this machinery, and he will tell you the employer is never willing to bargain in good faith, instead waiting until the government gets into the picture to apply wage guidelines and other restraints.

The Railway Labor Act is an area where the Congress can perform a real service to free men. Revision of this archaic legislation to give impetus to free collective bargaining will do more to eliminate the threat of so-called "national emergency strikes" than anything else the Congress can do.

Yes, inconvenience is a small price to pay for freedom, and that should be remembered by lawmakers who would force free men to work against their will.

The popular urge today is to "soak labor" with a law that will stop "national emergency strikes," or, more accurately, strikes which cause inconvenience.

A more sound approach would be to look at today's existing laws and amend them wherever they place a hindrance on the forces of free collective bargaining, forces which settle disputes before they become what headline writers like to call "national emergency" disputes.

James R. Hoffa

STATE OF THE UNION

Budweiser in Texas

Teamsters Win Representation, Negotiate Contract at Brewery

WORKERS at the new 32-million-dollar Anheuser-Busch brewery in Houston, Tex., recently voted for Teamster representation in a National Labor Relations Board election and have already gained their first contract which included a wage boost to \$3.90 an hour by June 1, 1968.

The victory assured continuation of the slogan—"Every drop of Budweiser beer produced in the U.S.A. is brewed by members of the Teamsters Union."

The organizing win climaxed a highly-charged campaign which saw the Teamsters arrayed against the

AFL-CIO Brewery Workers, long-time rivals in the industry, and the combined forces of the Harris County AFL-CIO Council.

While the opposition devoted itself to the use of smear literature, the Teamster organizers in contrast presented solid trade union arguments. They were backed by the fact that employees in the other four giant Budweiser plants scattered around the country are Teamsters working under contracts that provide the highest rates of pay and best conditions in the brewing industry.

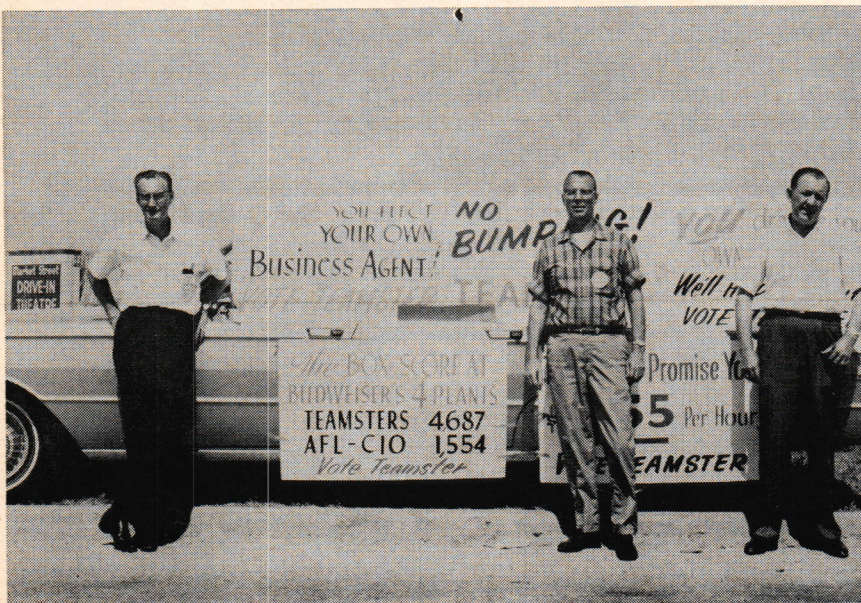
During the organizing campaign, Teamster representatives pledged that no contract would be acceptable if it provided less than \$3.55 an hour. The AFL-CIO Brewery Workers sneered at this promise and said it could never be done.

Yet, that is exactly what was accomplished.

Under the initial agreement at Anheuser-Busch Co.'s Houston plant, workers there will get \$3.55 an hour for the first year of the 3-year contract. The hourly pay goes to \$3.75 in the second year and \$3.90 in the third year.

The wage rates and other benefits of the first agreement for the newly-organized brewery workers makes this the best brewery contract in the

Frank Seban (left) of the National Brewery and Soft Drink Conference, and George Suttle (right), organizer for the Southern Conference of Teamsters, coordinated the successful organizing campaign at the new Budweiser plant in Houston, Tex. Larry McNeil (center), a member of Teamster Local 388 and employed at the Anheuser-Busch plant in Tampa, Fla., assisted in the organizing.



state of Texas, and a better contract than most of the AFL-CIO pacts in breweries where they have represented the workers for more than half a century—including Schlitz in Milwaukee.

The Houston organizing campaign was a joint operation conducted by the Southern Conference of Teamsters and the National Brewery and Soft Drink Conference.

Organizer George Suttle of the Southern Conference and Frank Seban of the Brewery Conference gave leadership to the organizing team which included members of Teamster Local 968 of Houston, headed up by Randy Miller, president, along with rank-and-file Budweiser employees from the company's four other plants.

Ray Schoessling, of Chicago, is director of the Teamster National Brewery Conference. Also assisting in the campaign was John Hoh, of New York.

The new Teamsters producing Budweiser in Houston will get retroactive checks ranging from \$350 to more than \$500. Under the terms of the agreement, all wage increases—including shift differentials—are retroactive to June 20, 1966. A great amount of overtime was worked during these weeks and the 90-cent hourly pay boost becomes \$1.35 for each overtime hour worked.

The Houston Budweiser rate of \$3.55 for all production workers is 61 cents higher than the wage rate at the Hamms Brewery in Houston where the AFL-CIO has had con-

tracts since before some of our new Budweiser members were born. It is also a higher rate than in any of the other four Texas breweries under an AFL-CIO contract. It beats the AFL-CIO wages at Schlitz in Kansas by 7 cents an hour for brewers and by 17 cents an hour for bottlers.

Probably the best example of Teamster performance versus the AFL-CIO Brewery Workers is in a comparison with the largest of all Schlitz plants located in Milwaukee.

The AFL-CIO has represented workers there for generations and has attained a rate of 1 cent an hour more for their brewers (\$3.56) and 1 cent an hour less for their bottlers (\$3.54) than the brand new Teamsters at Houston Budweiser.

Besides the hefty wage increases won by the Teamster Budweiser workers in Texas, they also gained in their first contract the benefits of the Central States, Southeast and Southwest Areas Health and Welfare Fund, a family protection plan, effective June 20, 1966.

The employer agreed to pay \$4 weekly per employee into the Central States, Southeast and Southwest Areas Pension Fund, effective June 1, 1967, to increase to \$5 weekly per employee June 1, 1968.

Only 3 Teamsters in the new brewery are over 49 years of age and 134 are younger than 40 years old, so all will be amply protected before they reach retirement age.

The contract provides for 11 paid holidays, and a vacation schedule of

1 week for 1 year on the job, 2 weeks for 2 years, and 3 weeks for 3 years or more. Under Schlitz contracts in Milwaukee and Kansas, 3-week vacations do not go into effect until after 5 years.

Other provisions of the new Budweiser agreement in Houston include: Plant-wide seniority, including shift preference based on seniority and the opportunity to switch as prescribed; jury duty and bereavement pay; a 20-minute paid lunch period starting in 1967 which becomes a 30-minute paid lunch period beginning June 1, 1968.

Shift differential pay is 10 cents hourly for the second shift and 15 cents hourly for the last shift.

● Rental Autos

Teamster Local 775 in Denver has been chosen by a 32 to 2 vote as the collective bargaining representative for employees of Avis Rent-A-Car in that city.

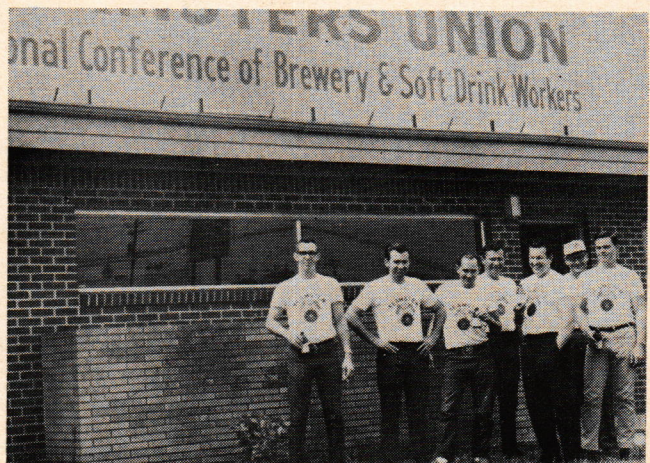
● Dairy Pension

Teamster members of Local 483 employed at the Ida-Gem Co-op milk plant at Jerome, Idaho, have been brought under the Western Conference pension plan in a new three-year contract. The agreement, according to Local 483 Secretary-Treasurer Elie Farris, also improves wages and other benefits for the employees.

Teamster organizers and shop workers are shown at the Houston brewery gate during a shift change. At left is John Veiga, a member of the Newark, N.J., Teamster Local 843, and at center with a sign is Mack Finch of Newark, N.J., Local 153. Both are employees of the Newark Budweiser brewery and came to Houston to help win the Teamster victory.



New Budweiser employees at the 32-million-dollar Houston brewery pose in front of the Union organizing headquarters in Teamster T-shirts they wore all during the campaign.



Teamster-Meatcutter Campaign**Ralston-Purina Poultry Workers
Ballot for Unionism in Missouri**

Employees of the Ralston-Purina turkey plant in California, Mo., voted for union representation recently in a National Labor Relations Board election following a vigorous campaign by Teamster and Meatcutter organizers.

Willard L. Anderson, secretary-treasurer of Teamster Local 833 of Jefferson City, Mo., said the final tally was 190 for union representation and 154 against. There are some 600 workers at the plant who will be covered by contract, but many were not eligible to vote because they were seasonal employees.

Anderson said Teamster organizers joined with representatives from the Amalgamated Meatcutters of Kansas City, Local 576, in maintaining a day and night contact with the poultry workers for more than 2 months prior to the election.

The Ralston-Purina employees work as food processors at the turkey plant which handles live poultry to finished, packaged food products.

Sub-Standard Pay

Some of the job classifications are: maintenance employees, truck drivers, turkey catchers, turkey killers and dressers, shippers, receivers, warehousemen, cooks, rendering plant workers, and so on. Membership will be divided, according to classification, between the unions.

Anderson said negotiations will concentrate on improvement of sub-standard pay scales, pay for actual time worked, welfare, and seniority protection.

The election victory achieved by the Teamster-Meatcutter combination ended a 3-year campaign of organizing at the Ralston-Purina turkey plant.

The first phase began when the employees there asked for union representation. A bitter strike followed in November, 1963, when the company refused to recognize the unions as a bargaining agent. The workers finally agreed to return to their jobs if Purina would agree to abide by an election, but the company refused to hire any of the strikers back.

Two months later, in early 1964, Purina made an agreement with the unions to sign cards after rehiring began during the early summer months of the year and to agree to a subsequent NLRB election.

Unfair Charges

However, the company-conducted campaign was so filled with last-minute anti-union propaganda which the unions did not have time to answer, that the election was lost. Unfair labor charges were then filed against Purina.

The NLRB ordered a second election at the plant which was held in April, 1965, before the seasonal hiring was at its peak. A similar campaign was conducted by the company and the union lost the election by 13 votes.

● Pet Transport

A heavy majority of employees at Plateau, Inc., petroleum products transporters based in Bloomfield, N.M., voted for representation by Teamster Local 492 of Albuquerque in a recent National Labor Relations Board election.

E. Allen Griggs, Local 492 business agent, said the ballot was 19 to 6 for the union. The new unit has 27 members working as over-the-road drivers, dispatchers, servicemen and local delivery drivers.

● Drivers Vote

Small truck drivers working at Pacific Delivery System in Orange, Calif., recently voted for representation by Teamster Local 325 in a National Labor Relations Board election.

Pete Kurbatoff, secretary-treasurer of Local 235, said 15 drivers were eligible to cast ballots. The vote tally was 9 to 3 in favor of the union.

**Hoffa Says Teamster
Cooperation With AFL-CIO
Bodies to Continue**

Teamster President James R. Hoffa announced in Washington, D. C. this month, that the International Union will continue its policy of cooperation with AFL-CIO affiliates whenever the welfare of the working men and women of the nation is involved.

Hoffa reiterated long-standing Teamster policy on the heels of a directive from AFL-CIO President George Meany to Federation affiliates warning them against moves by local central labor bodies to invite the "fraternal" affiliation of independent unions.

Quoting from AFL-CIO rules governing state and local central bodies, Meany declared that the "use of so-called 'fraternal' affiliation as a device to circumvent the rule is equally a violation of the rule and cannot be condoned."

Said Hoffa:

"Working men and women trying to support and educate their families in today's high-cost marketplace have little sympathy with or understanding of rules designed to perpetuate petty feuds entertained by union officials in high places who long ago lost contact with the needs of the rank-and-file.

"We in the Teamsters have not forgotten that we are here to aid and assist workers in their pursuit of a better way of life, and we intend to pursue that objective at all times. If pursuit of that objective entails cooperation with AFL-CIO affiliates seeking the same goal, then Teamsters will cooperate to the fullest extent of the law of the land," Hoffa declared.

Road Workers

Teamsters Achieve Agreement With County Road Commission

An historic breakthrough for public employees was accomplished recently by the Teamsters Union in contract negotiations for the employees of the Washtenaw County Road Commission in Michigan.

A contract providing big wage gains and other benefits was gained after 6 weeks of intensive bargaining and the threat of strike action.

Ken Silvers, International general organizer, said hourly rates for the Washtenaw road workers were increased as much as 65 cents an hour with a minimum of 35 cents an hour over the contract term in addition to a cost-of-living clause based on the 112.0 index.

Besides the wage increase, the new contract provided for fully paid

Family Blue Cross and Blue Shield, \$5,000 life insurance, and holidays including Dec. 24, Veterans Day, and 4 hours on Good Friday.

A vacation schedule promises 2 weeks after 1 year on the job, 3 weeks for 5 years, and 4 weeks after 13 years.

Silvers said employees called in after they have completed their shift will be guaranteed pay for 4 hours at time and one-half. Holiday work will be at 2 and one-half times the hourly rate.

Progression wage steps of 3 months and 6 months were wiped out by the contract, Silvers said. Instead, new workers will be paid top rate the first day on the job.

The contract also provides for

grievance procedures including arbitration at the last step.

Other provisions include pay for attending court, jury duty, 3 days' pay for absence due to a death in the immediate family, and time off with pay for voting in state and national elections.

Silvers noted that the Teamsters have been vigorously organizing public employees in Michigan since last year when such workers were given the right to join a union and unions received the legal right to bargain with the public employer. He said:

"We feel that public employees should enjoy good wage rates and as fine working conditions as workers in outside industry do. This new contract contains some provisions even better than outside industry."

"This contract is an historic breakthrough for public employees in the State of Michigan and illustrates what a powerful, large, and well-financed labor union can do for public employees."

Safe Drivers



Six members of Teamster Local 619 in Manitowoc, Wis., recently received awards from the National Safety Council for a combined record of 73 years and more than 3,000,000 miles of accident-free driving. They are (left to right): Claude Marek, president of Local 619; Michael Augustine, 17 years of safe driving; Roy Hargraves, Gene Lewis, and Merle Madigan, 12 years of safe driving; George Wagner and Victor Petska, 10 years of safe driving, and Joe Janssen, Olson Transportation Co., terminal manager who presented the awards.

Anti-Union Boss Loses In Georgia

Sustaining the trial examiner, the National Labor Relations Board held recently that Knox Homes Corp., of Thomson, Ga., violated the Act by threatening economic reprisals to discourage membership in Teamster Local 728 of Atlanta, promising and granting economic benefits to induce employees to refrain from union activity, and unlawfully interrogating employees about such activity.

The employer was ordered by the Board to cease the unlawful conduct. Charges alleged and not proved were dismissed.

Free Choice

Although there was no refusal to bargain allegation in the complaint brought by Local 728, the General Counsel sought a bargaining order against the employer. This, however, was denied since the union did not represent a majority.

The election which the union lost was set aside, and a second election was directed. In this regard, the Board adopted the examiner's conclusion that the Knox Homes Corp., a manufacturer of mobile and prefabricated homes, exercised unlawful conduct to interfere with the employees' free choice.

\$1 Increase

Heavy Construction Agreements Gained in 5 New York Counties

An agreement providing a \$1 an hour wage gain in all job classifications over a 3-year period was ratified unanimously recently by Teamsters

employed by heavy construction companies operating in 5 New York counties.

Ted G. Daley, secretary-treasurer of Teamster Local 445 in Yonkers, said the contract extends to June 30, 1969.

The first wage hike of 35 cents an hour became effective last July 1. The second increase of 30 cents goes into effect on the same date next year, and the final hike of 35 cents takes effect July 1, 1968.

Daley, in a letter to General President James R. Hoffa, wrote in part:

"As you can readily see from the settlement, it was the International's united support behind this local union in these negotiations that compelled the employers to realize that their original 3.2 per cent offer was unrealistic in the Heavy Construction Industry, and it was because of this support that a successful conclusion of these negotiations was brought about for the rank and file membership of this local union."

Assistance

Daley expressed appreciation to Hoffa for his assistance, also to International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters; International Vice President Joseph Trerotola, president of Teamster Joint Council 16 in New York City; Thomas Owens, director of the IBT Construction Division, and Anthony Capone, director of the Eastern Conference Construction Division.

The assistance came, said Daley, "when it appeared that a mass strike was the only answer to our problem."

Besides the wage increase, the new contract also provides for gains in health and welfare and pension contributions by the employer.

Health and Welfare

Health and welfare was increased to the point that by the expiration date of the agreement contributions will total 40 cents hourly per employee on all hours worked. A similar gain was made in pension contributions.

Certain changes in classifications of equipment were made with a resultant monetary increase in some jobs in addition to the basic across-the-board gain.

Shop stewards under the new contract are guaranteed a 40-hour week at \$6.50 per hour. The old rate was \$5 hourly.

Teamster Demonstration



Ten thousand members of Teamster Local 237, which represents city employees in New York City, took part in a demonstration of mass picketing around city hall early in the summer to protest the mayor's proposed revocation of a traditional summer work schedule permitting workers to leave their jobs a half-hour early during the hot months. They won their point. Mayor Lindsay, impressed by the demonstration, announced that the summer schedule—a benefit of 20 years' standing—would not be revoked after all. Shown with pickets at the demonstration (photo above) is William Lewis, president of Local 237. In the bottom photo, a portion of the 5,000-member audience is shown at a meeting where they heard the news that the summer schedule was restored by the mayor's office.



In Ohio

Teamster Paper Workers Set Up Display at Fair

The United Paper and Allied Workers, a Teamster National Trade Division, was represented at the recent Knox County annual fair in Mt. Vernon, Ohio, where Teamster organizing material were distributed from a display tent to several hundred workers, according to Division Director Bob Williams.

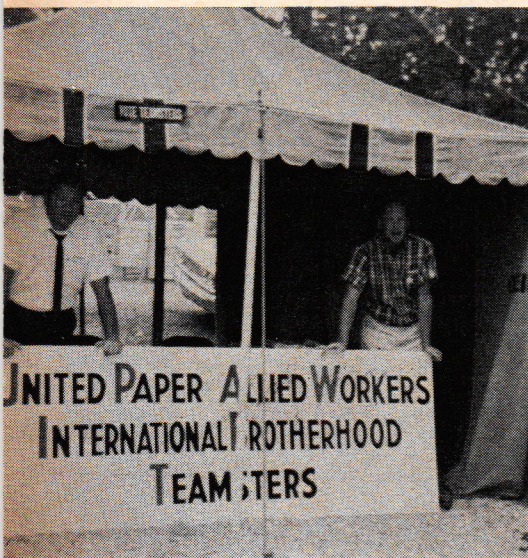
Williams said the distribution included leaflets, pens, pencils, bumper strips, and union buttons.

Manning the display with him was Teamster Paper Worker Representative Clement Nitka, and local leaders from the Continental Can Co., workers including Wade Laughrey, Gerald Lewis, Ron Piar, Harold Rush, and Lowell Truex.

Laughrey and other Continental Can workers were threatened with discharge by the representative of the United Papermakers and Paperworkers AFL-CIO for pressing grievances aggressively, according to Williams. The National Labor Relations Board ruled this action as unfair labor practice.

Williams said the 385 workers at the Continental Can plant in Mt. Ver-

Bob Williams (left), director of the United Paper and Allied Workers Teamster National Trade Division, and Wade Laughrey, Continental Can Co. worker, man an organizing booth at the Knox County fair in Mt. Vernon, Ohio.



non now are waiting for an NLRB election in which they can exercise their right to vote for the Teamsters United Paper and Allied Workers and throw out the AFL-CIO local.

Williams said both General President James R. Hoffa and International Vice President Harold Gibbons have given their support and help to the members in this campaign.

Mohn Named To Health Review Board

Western Conference of Teamsters Director Einar O. Mohn has been named by California Gov. Pat Brown to an 11-member Health Review and Program Council.

The council will be composed of six members representing the public and five from the medical profession. Mohn is one of the six public members.

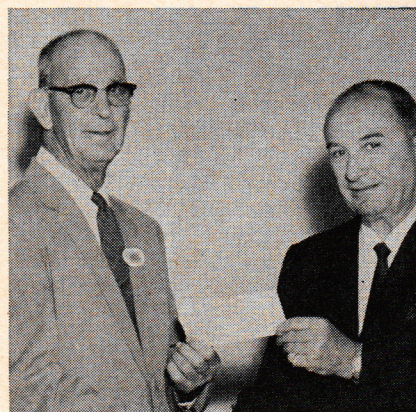
Functions of the public members will include development of a comprehensive care program for all medically indigent, promote efficient use of available health facilities, review the need for systematic grading of health insurance prepayment plans, and work with their professional associates on the council to improve the quality of medicine and reduce morbidity and mortality.

Full Scope

Through federal and state local funding, California's Medi-Cal program provides beneficiaries the full scope of medical, dental, surgical and related health services, in addition to hospital, nursing and convalescent home care, the Governor explained. All patients are assured of free choice of physicians.

Statistics show that more than 60 per cent of the nation's illness and disease is sustained by the 17 per cent of the population at the bottom of the economic ladder, and it is these people that the council of which Mohn is a part seeks to help.

Reciprocity



Luther B. Ickes, president of Teamster Local 30 in Jeannette, Pa., gives a check in the amount of \$2,295 to retiree Ira Clingerman of Artemas, Pa., a former employee of Cooper-Jarrett, Inc., at Irwin, Pa. The check represents 9 months' retroactive pension payment and is the first pension check paid under a reciprocity agreement between the Cumberland, Md., Area Teamsters Pension Fund, whose participants are members of Teamster Local 453 of Cumberland, and the Western Pennsylvania Teamsters and Employers Pension Fund covering members of Teamster Local 30 and other local unions affiliated with Teamster Joint Council 40 of Pittsburgh, Pa.

Bakery Ballot

Driver-salesmen employed by Cushman Baker's East Providence and Cranston, R.I., branches voted for representation by Teamster Local 64 recently in a National Labor Relations Board election.

Paul G. Hanoian, Local 64 secretary-treasurer, announced the election victory.

Retiree Expresses Gratitude

Dear President Hoffa:

Since my retirement about 9 months ago, and under your most excellent retirement system, my wife and I are enjoying many things we'd always hoped to be able to do. To try to put into words our gratitude would be almost an impossibility.

We never dreamed over 30 years ago such a blessing would be bestowed upon us. May God bless you and your co-workers. We both say thank you.

Gurdon McMurray and wife.

Pay Hikes

Flying Tiger Flight Attendants Gain in Amendment to Contract

SOME 85 Teamsters working as flight attendants for Flying Tiger Line, Inc., gained pay increases ranging between 14 and 18 per cent as a result of recent amendments to the contract.

Henry Breen, director of the International Union Airline Division, said the increases were brought about through a reduction in hours and increased overtime pay negotiated in a reopener necessitated by the introduction of new aircraft in the Flying Tiger system.

The agreement provides for negotiations on salaries, rules, and working conditions whenever there is a change in equipment.

Incentive pay rates for all hours flown in excess of 75 hours per month were made retroactive to Jan. 1, 1966, and set at a high of \$9.66 an hour for 5th-year attendants. Effective May 1, 1966, the rates were upped to \$10.40 an hour for all hours flown in excess of 70 hours

per month for 5th-year attendants. Corresponding changes were made in the less experienced categories.

Breen said that effective next May 1 flight attendants will receive incentive pay for all hours flown in excess of 70 hours a month at the following rates: 1st year, \$8.57; 2nd year, \$9.21; 3rd year, \$9.86; 4th year, \$10.50, and 5th year and thereafter, \$11.15 an hour.

The contract amendments also contain improved language covering time off and rest provisions, according to Breen.

• Office Workers

Office workers employed by the Dixie Ohio Express, Inc., branch in Washington, D.C., recently voted for representation by Teamster Local 621 in a National Labor Relations Board election.

Ray Maynard, secretary-treasurer of Local 621, announced the results.

Scholarship Winner



Laraine Stucki, daughter of Willard Stucki of Teamster Local 983 in Pocatello, Idaho, is shown reviewing her \$2,000 Western Conference of Teamsters scholarship while officers of the local union look on approvingly (left to right): Rex Murdock, vice president; Dewey Doss, president; Clarence Lott, secretary-treasurer; Alvin Hill, trustee, and Mrs. Hazel Kinney, recording secretary. Trustees M. W. Andersen and Ed Vollmer were not present.

Ice Cream Win Ends 20-Year NY Campaign

After 20 years of organizational activity, Teamster Local 757 in New York City has been successful in winning a representation election at the Bungalow Bar Ice Cream Corp., at Richmond Hill, N.Y.

Peter F. Clark, president of Local 757, said the National Labor Relations Board ballot count was 30 for the union and 14 against. The bargaining unit totals 50 and consists of all manufacturing plant employees, mechanics and wholesale route drivers.

Clark said Local 757 has been in the courts on several occasions during the 20-year period. In 1957, after 8 weeks of an organizational strike, the union was enjoined from picketing by the courts.

Bungalow Bar Corp. is the main competition of the Good Humor Corp., which has been a union shop for many years in ice cream street vending in the New York area.

Threat Gains Defeat for Boston Boss

Affirming the trial examiner, the National Labor Relations Board held recently that Carmen Addario doing business as Addario's Express and Orleans Express Co., Inc., in Boston, Mass., violated the Act by threatening an employee with physical violence for activity on behalf of Teamster Local 25.

The Board said evidence established that Carmen Addario, Jr., told the employee that he would "paste him in the mouth" if he "opened his mouth about the union again."

The employer, said the Board, further violated the Act by discharging Howard Diamond. As a defense, the employer contended that Diamond was discharged because the company's truck insurance broker had sent a letter to Addario indicating the insurance might be canceled because of Diamond's driving record.

Concluding that Diamond was discharged for union activity and that the defense was a pretext, the examiner noted that the letter was received two weeks after Diamond was discharged.

The employer was ordered to cease.

NLRB Ruling Favors Local In Denver

Sustaining the trial examiner, the National Labor Relations Board held recently that J. C. Penney Co., Inc., of Denver violated the Act by threatening employees with economic reprisals if they joined Teamster Local 452 of Denver, and promising economic benefits to discourage union activity.

The examiner found that unfair labor practices committed by the employer after the union obtained a valid majority of authorization cards were designed to destroy that majority, and also interfered with the employees' free choice in the election which was lost by the union.

Accordingly, the Board ordered Penney to cease the unlawful conduct and bargain with the union upon request. The Board also set aside the election and dismissed the election petition.

● Ready-Mix Pact

Three Ready-Mix plants in Montana have signed initial contracts with Teamster Local 448 of Missoula, providing wage rates of \$3.25 an hour for ready-mix drivers and \$3.50 an hour for heavy duty drivers.

F. M. Burger, secretary-treasurer of Local 448, said the contracts also call for coverage under the Teamster health and welfare and pension plans. The agreements are with McElroy & Wilkens and Hall Sand Gravel, both of Kalispell, and Tri-City Ready-Mix of Columbia Falls.

Road Records Of 5 Drivers Earn Awards

Five drivers, all members of Teamster Local 592 in Richmond, Va., and long-time employees of Cochrane Transportation Co., received safe driving awards recently for compiling records of driving 2 million miles without a chargeable accident.

A. E. Conyers, secretary-treasurer of Local 592, said the awards went to Charles H. Apperson, a veteran of 26 years over-the-road; E. W. Inge and Otis P. Brown, 24 years; Charles C. Cooper, 23 years, and Thomas A. Lloyd, city driver, 21 years.

● Texas Election

Drivers and dockmen working at Whitfield Transportation, Inc., Freight Division in El Paso, Tex., voted overwhelmingly for Teamster Local 941 in a recent National Labor Relations Board election.

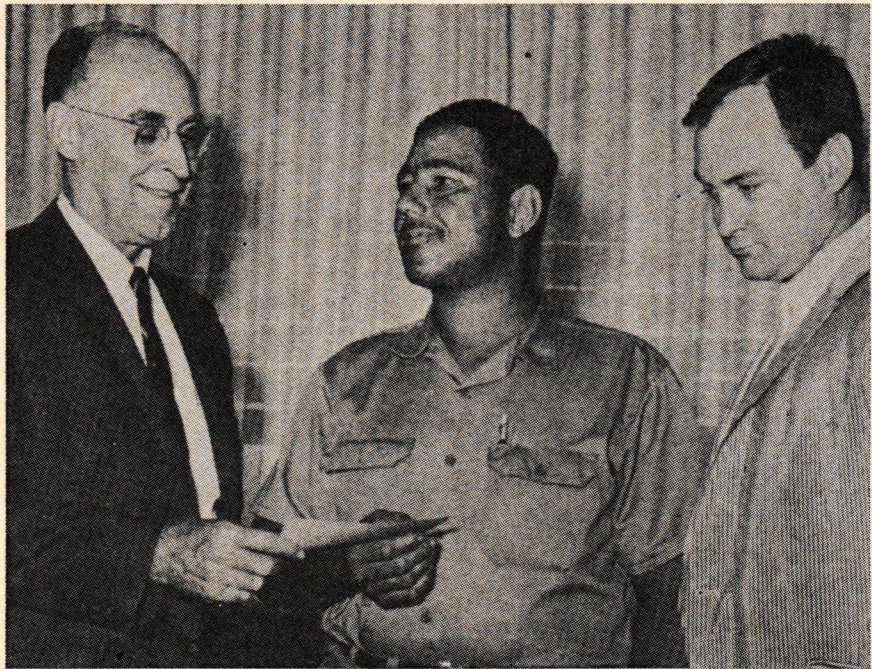
Ceferino Anchondo, Jr., assistant business agent for Local 941, said the ballot at the motor freight company was 19 to 4 in favor of the Teamsters.

● 7-Up Ballot

Driver-salesmen, plant production, and vending workers employed by Seven-Up Bottling Co., in Duluth, Minn., recently voted for representation by Teamster Local 346 in a National Labor Relations Board election.

C. H. Gudvangen, recording secretary of Local 346, said 23 employees were eligible to vote and the tally was 13 to 6.

Business Agent Busy



Joseph Campbell, business representative for Teamster Local 598 in Los Angeles, Calif., has been specializing lately in getting backpay for members caught in contract disputes. In the photo above, Campbell (right) looks on as Local 598 Secretary-Treasurer Tom Wood (left) presents a check for \$1,047 in backpay to Lenard Hart (center), a warehouseman who was discharged following a disability issue dispute. In the photo below, Wood and Campbell are shown during a distribution of checks totaling \$2,200 in backpay for Local 598 members as a result of a contract violation. The award came following an intensive investigation by Campbell.



On the Move

Local 837 Gains 500 Members In Philadelphia Organization

A TOTAL of nearly 500 new members has been gained by Teamster Local 837 in Philadelphia in recent weeks through recognition and winning representation elections at 6 shops.

George Bucher, president of Local 837, said the biggest victory in terms of numbers was at Pickard Industries where a majority of 208 employees voted for the union.

The Pickard unit is composed of welders, punch press operators, saw operators, fork truck drivers, paint line loaders, rolling mill operators, and maintenance men. The company manufactures steel landing mats for the U.S. Air Force.

Local 837 won a close election at Pioneer Canvas Products Co., makers of helmet chin straps, ammunition packets, and sleeping bags, as votes were cast by more than 85 per cent of the sewing machine operators, cutters, trimmers, and shippers. The ballot tally was 58 for the union and 55 against.

A strong victory was scored at

Electronic Mechanisms, Inc., which manufactures testing aids. Of 43 workers eligible to vote, 35 expressed a preference for the Teamsters, and 7 were against the union. The bargaining unit includes assemblers, testers, stock room workers, janitors, shippers, sheet metal workers, welders, brazers, and machinists.

IBM operators, typists, accounting clerks, and other office workers at Quaker City Motor Parts voted for the union by almost a 2-to-1 margin. Bucher said the NLRB count was 22 for the Teamsters and 14 against as all eligible workers cast ballots.

Ten workers at the Brass & Copper Sales Co., Inc., voted for Teamster representation by a score of 7 to 2 with one ballot voided. The unit includes warehousemen, shear and saw operators, and receivers.

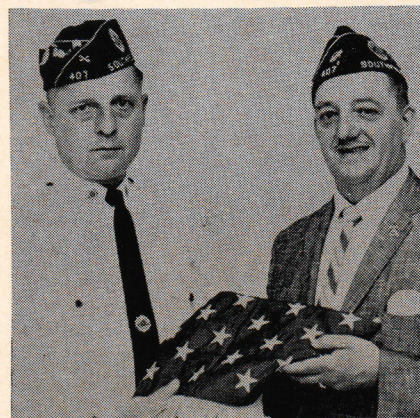
Fabricated Metals, manufacturers of medicine cabinets, recognized the Teamster local union without going to an election. The 7-man unit is composed of sheet metal workers and general laborers.

Officer Honored



James Walls (second from left), president of Teamster Local 312 in Chester, Pa., received a service award recently for his contribution to Operation Serviceman, a community service providing a farewell ceremony to new army inductees from the Chester area. Also present during the award were (left to right): John J. Greeley, director of the Teamster National Warehouse Division, State Sen. Clarence D. Bell (making the award), and John J. Vaul, superintendent of Chester Schools.

Flag to Teamster



Arthur C. Becker (right), a member of Teamster Local 299 in Detroit and also Civil Defense director for the city of Southfield, Mich., recently received a United States flag as recognition from American Legion Post No. 407 in Southfield. Making the presentation is Roy Maedel, commander of the post.

Boss Wrong In Refusing To Bargain

Gordon Mfg. Co., of Grand Rapids, Mich., violated the Act by refusing to recognize and bargain with Teamster Local 406, according to a recent National Labor Relations Board decision.

Affirming the findings of the trial examiner, the Board held that the company—a manufacturer and distributor of screw machine products—further violated the Act by:

—Unlawfully interrogating employees.

—Informing the employees that it would not sign a collective bargaining agreement.

—Threatening to close the plant if the Union got in.

—Suggesting that a committee of employees could do more for the employees than the union.

—Promising and granting economic benefits to discourage union activity.

Concerning the refusal by Gordon Mfg. Co., to bargain, the examiner said: "I can only conclude from all this (unlawful) conduct and the entire record that (the company's) refusal to recognize the union was motivated by a desire to gain time in which to seek to undermine the union, and was also a complete rejection of the collective bargaining process."

The Board ordered the company to cease the unlawful conduct and bargain with the Teamster local union upon request.

Canine Saved by Driver

A quick-thinking truck driver recently saved the life of probably the only dog to ever be decorated by a vice president of the United States.

The dog is Snooks, owned by Mr. and Mrs. Sidney V. Mesher of Washington, D.C. Snooks was decorated by former Vice President Richard Nixon about 10 years ago after the dog alerted a nurse when the Mesher home caught on fire during a time when Mrs. Mesher was bedfast with illness.

Recently the Meshers were driving through the Harbor Tunnel at Baltimore, Md., when Snooks somersaulted out of the back seat of their car.

A truck driver, name unknown, saw the dog fall to the heavily-traveled road and swerved his vehicle across the lanes to prevent speeding cars from hitting the dog. Snooks was not seriously hurt and was recovered by Mesher.

The thing happened so fast, and the truck driver pulled away so quickly after Snooks' rescue, that the Meshers never did find out the name of the driver who undoubtedly saved the life of their pet by his action.

● Montana Win

Truck drivers employed by Ready-to-Pour Concrete Co., of Missoula, Mont., voted unanimously for Teamster representation in a recent National Labor Relations Board election.

F. M. Burger, secretary-treasurer of Teamster Local 448, said 18 drivers were eligible to ballot in the election. Thirteen voted for the union, none against.

● Duluth Victory

Mechanics and parts men working at Economy Motors, Inc., in Duluth, Minn., voted for representation by Teamster Local 346 in a recent National Labor Relations Board election.

Tom Kellerhuis, business representative for Local 346, said the ballot was 7 for the Teamsters and 3 for the International Association of Machinists AFL-CIO.

The company retails trucks and provides a truck repair service.

In New York City

Lengthy Strike at Publishers Results in 34-Cent Pay Gain

TEAMSTER Local 810 of New York City won a \$13 a week general wage increase plus improvements in working conditions and fringe benefits for the employees of Arco Publishing Co., after a 5-month strike that terminated recently with a 2-year contract.

Louis S. Pavlo, Local 810 secretary-treasurer, said all contract terms, including the first-year pay hike of 21 cents an hour, were made retroactive to last Oct. 28.

He said the agreement was finally reached after protracted bargaining sessions between the company and Local 810 President Milton Silverman who was assisted by a committee of 5 Arco strikers.

The strike began last January when the company rejected all proposals for an agreement. Arco, a New York based firm which publishes and prints high school and college, civil service, and armed forces textbooks and test outlines, has been newly-organized by the local union's office workers division.

Pavlo said that in addition to health and welfare and pension coverage, the contract provides for improved vacation schedules, 9 paid holidays, 6 days paid sick leave, seniority, grievance,

and severance language, and a 38 and three-fourths hour work week.

Pavlo said that during the course of the strike, Arco farmed work out to other printers and binderies in the south where workers labor under non-union conditions.

"But," he added, "Local 810 got valuable strike support from other Teamster affiliates and the independent Amalgamated Lithographers Local 1, and the Paper Cutters and Bookbinders Union Local 119, AFL-CIO."

● Twin City Win

Two Teamster local unions jointly won a National Labor Relations Board representation election conducted recently among employees of 6 barrel companies located in the Twin Cities.

Joining together in the organizing campaign were Teamster Local 975 of St. Paul and Local 977 of Minneapolis. They were aided by Minnesota organizers from the Central Conference of Teamsters.

The NLRB vote was 64 for the unions with 51 against. Some 160 workers were eligible to vote.

The companies are represented by the Barrel and Drum Assn.



Discussing the contract at Arco Publishing Co., are Local 810 President Milton Silverman, fourth from left, and Union Delegate Leon Paston, extreme left, at an enlarged meeting of the negotiating committee from the shop. New York based publishing house was organized under Local 810's office, clerical, retail and sales division.

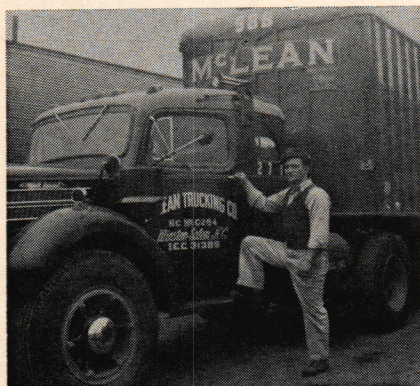
Legion Award

International Union Vice President Harold J. Gibbons, of St. Louis, was the recent recipient of a special service award from the American Legion at its 48th annual convention in New York City. Gibbons was cited for his efforts in child welfare and community improvement activities. Shown presenting the award is Louis Drago (left), national executive commander of the American Legion and National Chaplain Rev. Alfred Thompson (center).

• Airline Win

Flight navigators employed by Capitol Airways, Inc., voted recently for Teamster representation in an election conducted by the National Mediation Board.

The ballot count of 34 eligible voters was 29 in favor of the IBT. One vote was voided.

Dies in Cab

Frank Fiore, a member of Teamster Local 641 in Jersey City, N.J., was found dead behind the wheel recently after suffering a heart attack. Known widely as a "good union man," Fiore was a long-time friend of International Vice President Dominick Calabrese, secretary-treasurer of Local 641.

Cleaners Go IBT

City Employees Local Wins 3 Ballots in New York City

Teamster Local 237 of New York City—with a membership of 20,000 which includes about 2,500 city cleaners—recently won 3 more elections involving cleaners in 3 departments to further increase the size of the city employees local union.

Barry Feinstein, vice president of Local 237 and head of the cleaner organizing campaign, said elections were won in the New York City departments of health, markets, and public works.

In each case, the Teamster campaign defeated the American Federation of State County and Municipal Employees AFL-CIO which sought to represent the city workers.

In the latest balloting, Feinstein said, an overwhelming majority of the 1,100 cleaners working in the Department of Public Works voted Teamster. Some 557 cast their ballots for IBT representation compared with only 27 for AFSCME. In this election, the Building Service Employees International Union also was on the ballot, collecting 126 votes.

Feinstein said negotiations would get underway with the city immediately on a contract for all city cleaners represented by the Teamsters.

Some of the contract goals include: Starting pay \$5,500 a year; welfare fund coverage; an 8-hour day

for women cleaners with a pay increase; uniform allowances; summer schedule; job security; premium pay; night differentials, and a clear job description.

Assisting Feinstein in the organizing campaigns was John Hysell, business agent. William Lewis is president of the local union.

• Florida Vote

Porters and garagemen employed by Mears Motor Livery Corp., in Orlando, Fla., voted overwhelmingly for representation by Teamster Local 512 of Jacksonville in a recent National Labor Relations Board election.

Paul Parker, president of Local 512, said 16 workers were eligible to vote. The ballot count was 10 to 2 in favor of the union.

• In Monterey

Production workers, warehousemen, and other employees of Milk Foods, Inc., and Instant Foods of California, Inc., of Monterey, Calif., voted for Teamster Local 890 in a recent National Labor Relations Board election.

William G. Kenyon, secretary-treasurer of Local 890, says the company prepackages milk food products.

Organization

Tampa Local Gains 360 Members In Two Representation Elections

TEAMSTERS Local 79 recently gained some 360 new members with representation election victories at two companies, defeating another union in one of the ballots.

L. B. McKell, president of Local 79, said the wins were scored at the General Cable Corp., and at McKenzie Tank Lines, Inc., both located in Tampa.

At General Cable, 202 workers

voted for Teamster representation in the National Labor Relations Board ballot while only 60 voted for the International Union of Electrical Workers. Four employees voted against any union representation.

At McKenzie Tank Lines, more than 100 truck drivers and mechanics were eligible to vote. The final tally was 56 to 41 in favor of the Teamsters. The company hauls phosphate, ammonia, and acids.

Beans to Bottles

Local Officer Saves Members' Jobs Threatened by Technology Change

THIS is the story of how Teamster ingenuity responded to the prospect of a plant closing in which 250 members were on the threshold of losing their jobs through no fault of their own, but because of the company's plan to improve its technology with a change in its system.

As a result of overcoming the problem, the Teamster workers and their local union gained, the company accomplished its end, and the economy of Brockport, N.Y., was saved from a damaging blow.

The tale of labor-management cooperation to save 250 jobs and a factory was chronicled in "Industrial Bulletin," published monthly by the New York State Department of Labor.

It began on Dec. 2, 1963, when members of Teamster Local 99 working for the Quaker Maid Division of the Great Atlantic & Pacific Tea Co., Inc., in Brockport, a village 20 miles west of Rochester, received a letter mailed to their homes from Charles

J. Hensley, general manager of the plant. The letter began:

"It is with great regret that I must advise you that effective with the close of work on Sept. 4, 1964, all production in this plant will be permanently discontinued . . ."

It was a blow to the 250 Teamster families living in Brockport (Pop. 6,000) where rumors of such a closing had been going around for months.

The A&P Quaker Maid plant had been in Brockport for 60 years. Most of that period it had been the principal employer in the community. At the time of the December letter, the plant's annual payroll was more than \$1 million a year, and, as the New York Department of Labor put it, the prospective loss of 250 jobs in Brockport "was a disaster comparable to the closing of General Motors in Detroit."

The company letter went on to explain that the decision to close the

plant was made to help the company remain competitive in the items produced at the plant. The letter read: "Our outmoded buildings are an inefficient facility for the production required. The necessity of introducing modern type machinery cannot be accomplished in buildings of this type . . ."

The Rochester office of Teamsters Cannery, Food Processing, Frozen Foods, Specialty and Allied Workers, Local 99, received a confirming letter also about the projected plant closing.

The letter spelled out procedures on severance pay, pensions, insurance, and the other benefits accrued by the employees as the company phased out its operations. The procedure was in accordance with the terms of Teamster Local 99's contract—an agreement scheduled to terminate Jan. 30, 1965, a few months after the plant closing date.

Thomas J. Kenny, secretary-treasurer of Local 99, commented later:

"Our immediate consideration was to police our contract in Brockport, one of many contracts with which Local 99 is involved. Our first concern was that no Quaker Maid employee in Brockport would lose out on severance pay, pensions, accrued time, and so forth—all the contractual considerations which become necessary when a plant, any plant under contract, closes.

"But within a few days we began to wonder if the plant had to close, and when we started thinking that way, we realized we had to win time, and time was running out."

Kenny continued:

"We asked for time, and we got it from the A&P, and in the union's opinion, that was the crucial step. Everything that happened thereafter happened because the A&P agreed to our request for an extension of the contract during which the plant still could close, but might remain open. In other words, this agreement took the Sept. 4, 1964, deadline off the closing date—time to try to work things out, at least."

Contract Extended

The company agreed to an extension of the existing contract for 2 years, but retaining the right to close the plant at any time after Sept. 4, 1964.

Talks began immediately between the Teamster local union and the Quaker Maid management in Brockport, resulting in an agreement that employees who so desired would be given a chance to relocate and get jobs at A&P's huge new food processing plant then in construction in Horseheads near Elmira, N.Y.

But as time progressed, it became clear this was not a wholly satisfactory answer because most of the Quaker Maid employees were life-long natives of Brockport and hesitant to move.

A new idea began to creep into the discussions conducted among Kenny, Charles J. Buckovich, president of the local union, the plant stewards, and Hensley, the plant manager—how to keep the plant open, period.

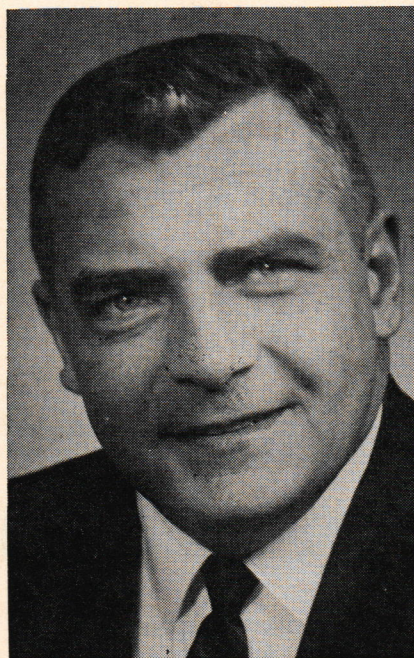
As Kenny remembered it:

"The longer we talked, the worse we all felt about the impact that the plant's closing would have on the village, not to speak of our members who worked in the plant. It really bugged us, and it got into our talks. We began talking about staying open,

permanently, and how it could be done . . .

"Yet we had to face the fact that the A&P had been closing down obsolete food processing plants, such as the Quaker Maid plants in Brooklyn and New York City, only a short while before, with more than 2,000 employees cut off from their jobs in just those two places.

"And," added Kenny, "there was no questioning the fact that the Brockport plant, which had been processing purely food items like soups, beans and bean products, for 60 years, was obsolete, ready for the axe."



Thomas J. Kenny

Kenny said the group began thinking in terms of other types of food processing that could be done at the Brockport plant. Meanwhile, Quaker Maid's Hensley, in talking to his home office in New York, began reporting the ideas on how to keep the plant going, not just how to close down with as little trouble as possible. He began selling the idea of staying open to his people at A&P.

Kenny said:

"About this time, I felt we were enough off center on the idea of closing, period, so that we could use a little more leverage on the case, and I called our Eastern Conference of Teamsters representative, John J. Greeley, in Washington, D.C., and he immediately came into the picture." (Greeley is now director of the International Union Warehouse Division.)

"Greeley met with the union in Rochester," Kenny said, "and he met with us and the A&P people in Horseheads, and on his own, he met with top A&P executives in New York. He made it a cause, personally."

What they were all selling was the possibility that the Brockport plant could be converted to a non-food manufacturing facility. Instead of making soups and canning them—just canning them after making the cans; instead of cooking and processing spaghetti—bottling and packaging shampoos; and instead of fruit—detergents, boxed and packaged with packing material made in Brockport.

The company bought the idea. Some 20 months after the initial closing notice was received by Local 99, Kenny was informed that A&P was willing to sign a new 4-year contract during which the Brockport plant would remain open on the non-food operations plan on a try-out basis—canning, bottling, and packaging products until Aug. 1, 1969.

Both Local 99 and Quaker Maid agree that the non-food operation has been a complete success. New can and bottling machinery now is being installed, and the changeover to the non-food processing will be fully realized by next April.

Today there are some 300 Teamsters Union members working in the plant and wages have increased 18 cents an hour.

Mayor Grateful

Brockport Mayor Frank Sacheli recently expressed the gratitude of the people in his community for the saving of the plant which meant so much to the wage earners and the local economy generally.

He said:

"This has been a most heart-warming display of union-management co-operation in the best traditions of community service. I feel that organized labor and management everywhere could well profit from this example in Brockport. The entire community most heartily applauds both the union and the A&P in this venture . . ."

International Warehouse Division Director Greeley wrapped up the happy conclusion in this manner:

"Looking at the entire picture, I think it is well to keep in mind that the A&P is a very big corporation, one of the largest in the nation. And, the Teamsters are a very big union, the largest in the nation. Yet, when

the chips were down involving a small community, really a tiny operation in the activities of the A&P and the Teamsters—and there was trouble ahead for the people of that community—neither the A&P nor the Teamsters allowed the fact of their size to interfere with their desire to alleviate this condition.”

Greeley was particularly complimentary of Teamster Local 99. He said:

“I want to applaud, especially, Tom Kenny and Charlie Buckovich, and all the officers, stewards, and members of Local 99 who worked so hard and so perseveringly to help save this plant.

“This is the highest and best example of unionism, since unionism involves people; their welfare, security, and happiness. What happened in Brockport is a remarkable illustration of that great tradition.”

Local 980 Wins

Labor Board Cracks Down On 'Open End' Contracts

In a unanimous decision, the National Labor Relations Board recently cracked down on the use of so-called “open end” contracts to thwart efforts by legitimate trade unions to give proper representation to workers.

The case in question involved Teamster Local 980 of Santa Rosa, Calif., and the Christian Labor Association, an organization which has also operated in the midwest to bypass labor's interests by joining with companies to execute “sweetheart” contracts and thereby deprive workers of the benefits of membership in acknowledged and recognized trade unions.

Examiner Overruled

The NLRB decision overruled a trial examiner's recommendation and nullified a complaint against Local 980 which sought to represent employees of Meadowsweet Dairy Farms, Inc., a retail drive-in operation.

Local 980 has picketed the company for about 3 years, pointing out that the firm is unfair in paying its employees substantially below the scale maintained by other dairies in the area.

To forestall Local 980's organizing efforts, Meadowsweet executed a labor agreement in April, 1963, with the Christian Labor Association's Local 17.

In its findings, the NLRB stated:

“In sum, the contract executed by the parties here was a ‘stale’ form contract identical to that which CLA had previously executed with other

practical effect was so indefinite as to terms, coverage and duration as to lack all stabilizing influence.”

Picketing Okay

The Board concluded:

“We find, therefore, that the contract would not be a bar to a petition seeking representation of Meadowsweet's employees . . . We find that the (Local 980) picketing did not violate Section 8 (b) (7) (A) of the Act.”

Missouri Wins

A vast majority of employees working at Thompson Hayward Chemical Co., in Kansas City, Kan., selected the Teamsters over the Oil, Chemical & Atomic Workers AFL-CIO in a recent National Labor Relations Board representation ballot.

Henry Paul, secretary-treasurer of Teamster Local 41, said 66 workers voted for the Teamsters, 3 for OCAW, and 2 for “no union.” The bargaining unit includes over-the-road and local cartage drivers, maintenance, production, and shipping room workers.

The company deals in laundry supplies, chemicals, fertilizer, and so forth.

Marching Members



These members of Teamster Local 25 in Boston, Mass., marched 100 miles recently to Franklin, N.H., birthplace of Daniel Webster, to show support for President Johnson's Vietnam policy. Left to right they are: James Donahue, Joseph Kolb, Edward Reardon, John Leary, Joseph Campbell, Albert Wilson, Myles Beekman, and Peter King.

Seeks Support

Teamster Business Agent Is Congressional Candidate

Norbert Blume, a business agent of Teamster Local 783 in Louisville, Ky., since 1951, recently won the Democratic nomination for Congress from Kentucky's Third District.

Blume easily captured the primary election and will go up against William Cowger, former mayor of Louisville, in the November elections.

Blume has served two terms in the Kentucky General Assembly and was named by newspapermen as the state assembly's "outstanding representative."

As a member of the legislature, he led the fight for Kentucky's civil rights law and played a prominent role in passing statutes concerned with congressional redistricting, high-

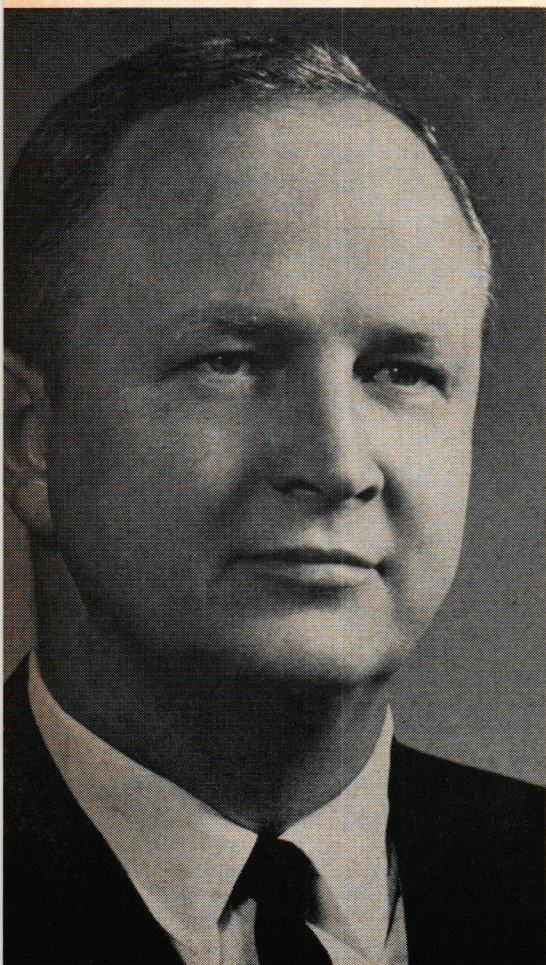
way safety, water and air pollution control, and strip mining control.

He handled labor's legislation on the floor and was successful in strengthening the minimum wage law, getting a \$5 increase in unemployment insurance, and gaining a substantial increase for teachers.

Besides being chairman of the labor committee, Blume also served on the "watch dog" legislative committee on state spending.

Along with his Teamster work, Blume has also been secretary of the Louisville Federation of Labor, and education director of the Kentucky Federation of Labor.

Norbert Blume



'Gain Time' Move By Employer Illegal

Upholding the trial examiner, the National Labor Relations Board ruled recently that Dunlick, Inc., of Lewiston, Idaho, unlawfully refused to recognize and bargain with Teamster Local 551, majority representative.

As a defense, the employer, a manufacturer of cement block and pipe, contended that the company insistence on a Board election at the time the union requested recognition was made in a good-faith doubt of the union's majority.

The examiner concluded, however, that the refusal was made in bad faith because the employer was motivated by a desire to gain time in which to undermine the union's majority, and a rejection of the collective bargaining principle.

Dunlick, Inc., also was found guilty of unlawfully discharging Frank Forkner and James Andrews. In so ruling, the Board noted:

"That it was these employees' union interests and activities which precipitated their discharges is fully established by the record. Thus, as the trial examiner found, Forkner and Andrews were competent employees, their discharges were precipitate and without any prior warning that their alleged improper conduct

would result in disciplinary action being taken against them, and (the company's) testimony with respect to the rock throwing and water squirting incidents as the proffered ground for their discharge was not to be credited."

In further violation, the Board said, the employer unlawfully interrogated employees, promised economic benefits to discourage union activity, threatened economic reprisals for the same reason, and unilaterally granted wage increases.

The Board ordered the company to cease the unlawful conduct, bargain with Teamster Local 551 upon request, and reinstate Forkner and Andrews with backpay and interest.

● Bakery Strike

A 1-week strike by some 150 Teamster driver-salesmen in Utah against Continental Baking Co., recently resulted in the company accepting a statewide 4-year agreement guaranteeing large gains for the members.

Continental resisted signing the contract which was accepted by 3 other bakery firms represented in bargaining by the Salt Lake and Ogden Wholesale Bakers Assn. After the Teamsters struck, Continental brought in workers from many western cities and as far east as Detroit. Bakery products also were shipped into Utah from Denver.

Teamster Locals 222 in Salt Lake City and 976 in Ogden effectively used pickets and were aided by Western Conference representatives. Continental quit in the face of the economic action after a week.

The agreement won by the brief walkout initiated a 5-day week for the driver-salesmen. It also boosted wages substantially and improved employer contributions to both the pension and the health and welfare plans.

● Embalmer Pact

A new 3-year contract calling for 62 and three-fourths cents increase in wages, improved health and welfare and pension provisions has been ratified by members of Teamster Local 154 in Seattle.

Don V. Ellis, Local 154 secretary-treasurer, said the contract covers 28 Seattle area mortuaries. Besides providing dental and eye care plans for active members, it also extends health and welfare provisions to retired members.

Warehousing Threat?

Science Moves to Development Of Super-Strong Robot Worker

SCIENCE promises the prospect of a robot warehouseman capable of lifting and positioning loads of 1,000 pounds or more with the dexterity of a man handling a 10-pound package on its way to the loading dock.

In this era of moon landings in which machines perform exploratory tasks hundreds of thousands of miles removed from their human masters, there is the potential closer to home of super-strong robots performing the lifting, carrying, and placing functions now done by ordinary men with extraordinary muscle.

Researchers willingly admit that robots as smart as people may never be manufactured, notes *News Front* magazine in a June article discussing the designing of tomorrow's robots. The reason is that mechanical "brains" require a complex array of bulky electronic equipment.

Potential

"However," says *News Front*, "one approach to the problem of endowing robots with the versatility of the human brain shows considerable potential." Scientists at General Electric's Research and Development Center in Schenectady, N.Y., "are welding man's nervous system and mind to metal."

"The result," continues the article, "promises to be an amazing new family of robots called Cybernetic Anthropomorphic Machines (CAM) which will combine the intelligence of man with the strength and reach of the machine."

Among the working models of CAMs successfully constructed already is an 18-foot-high balancing robot known as a Pedipulator. An operator stands in the robot's body on a small platform that moves like a seesaw. The operator's feet determine the balance of the machine. Aiding in this respect is a movable back rack strapped to the operator's torso.

A hydraulic system drives the Pedipulator which is governed by the motions transferred through the platform and back rack. In effect, the man is using his own nervous system to keep the robot standing upright, and has become the robot's brain for all practical purposes.

"Any job that needs the reasoning power of a man and the strength of a bulldozer might be handled by a CAM," says *News Front*.

CAMs could, for example, pack heavy goods for shipment as easily as stacking toy blocks. They could assemble bulky equipment at manufacturing centers. And at truck terminals,

piers, and rail depots, they could load and unload tons of goods at a time. Their construction applications would be numerous.

ANOTHER member of the CAM family now under development is the exo-skeleton, called HardiMan—a skeleton-like metal frame that surrounds the operator.

As the operator moves his arms or other limbs, the steel outer skeleton follows suit, its joints powered by motors that enable it to lift loads of 1,000 pounds or more. In other words, the man lifts what he wants to lift as the artificial, external skeleton actually bears the weight of the load.

For the Kids



Heading for a spin on one of the many rides at Rainbow Gardens amusement park in Pittsburgh, are, seated, Sister Mary Anthony of Holy Family Institute and three of the more than 350 orphaned and leukemia-stricken children who attended the 17th annual picnic yesterday of Teamster Local 211. Giving them a sendoff is Ted Cozza, Local 211 president. Cozza, below, seems to be enjoying the merry-go-round as much as Sherry 6, and Jackie, 7, both of Ward Home.



"Strapped into an exoskeleton," according to *News Front*, "a man will become a powerhouse, able to carry half a ton of munitions, lift and position heavy machine parts, or take over the jobs of a hoist or crane . . . the exoskeleton will feed back part of the lifting force to the man's muscles, allowing him to gage loads and keep his balance."

News Front emphasizes that research doubtless will develop still other kinds of humanoid robots, but they will all need a human operator to tell them how to cope with the unexpected.

Nevertheless, a humanoid warehouse robot working with custom-containerized freight could wreak a big change in the technology of distribution.

National Council of Churches Labor Day Message

The 1966 Labor Sunday message of the National Council of Churches asserts that any talk of human work being abolished in the near future is "pure fantasy." It therefore urges proper training of workers to meet needs of the technological age, and renews appeals for wages which provide an adequate family income.

At the same time, the message affirms that the nation's economic goals "must be pursued with the aim of global sharing of our goods and productive capability."

"A world without hunger or nakedness or human beasts of burden is now a real possibility," the message states, but warns that "the tremendously accelerated rate of change and the ability of man to control change . . . make our age one of promise and peril." It calls attention to "our inclination, individually, as groups and as a nation, to be governed by narrow interests and ideological pretensions which conflict with our social responsibilities."

The message stresses five areas for Christian action. The first of these calls for ever-widening participation in decision-making through "new and imaginative processes and institutions" designed to establish "national goals and in giving rational direction to our economic life."

Second, the message points to the "need to recognize that legal ownership of resources does not confer unlimited right to their use. As consumers and as producers, seeking to be obedient to God's purposes in creation, we are faced with an appalling wastefulness, and with pollution and destructive use of our heritage of soil, water, and air."

The message calls for a new awareness that the present generation's responsibilities are not only to all mankind, but also to future generations, who are entitled "to enjoy the resources and fruits of the earth . . ." Resource policies and controls should therefore also apply to private owners as well as national and international governmental agencies.

The message reiterates, in its third point, the right of all people to an adequate income "regardless of their employment status."

Global sharing of our goods and productive capability is called for in the fourth point, which also stresses urgent need for reexamination in "their world context" of specific issues of labor, management, government, and the general welfare.

"Both in our country and throughout the world there exists such an enormous backlog of work needing to be done that talk of the abolition of human work in the immediate future is a pure fantasy," states the fifth point of the message.

It lists shortages in many areas of human endeavor such as: school buildings and teaching; hospitals and medical services; professional parish ministry and specialized religious ministries; urban and rural renewal, housing and transportation; recreational services; cooperative, community and other public services; advisory and training assistance in agriculture and industry in the developing nations.

Two-Fold Task

The message concludes by identifying a two-fold immediate task: 1) to equip the present and oncoming generation to be the kind of workers society now needs and will need; and 2) to match work to be done with jobs at wages which provide an adequate family income.

This requires "a reappraisal of the role of government and its budgets and a re-interpretation of the concept of social justice to include the overcoming of both private and public poverty."

The Rev. Dr. Shirley E. Greene, director of the National Council of Churches' Commission on the Church and Economic Life, said this year's Labor Sunday Message is based on a "significant and far-reaching" statement, "Christian Concern and Responsibility for Economic Life in a Rapidly Changing Technological Society," adopted earlier this year by the National Council's General Board.

Dr. Greene recalled that the first interchurch, nationwide observance of Labor Sunday was held in 1910. The annual message was instituted seven years later as part of this observance. Recognition of Labor Sunday in the nation's churches is one of the oldest continuing annual events in the cooperative church movement.

Officers Take Oath

Newly-installed officers and representatives of Teamster Local 70 in Oakland, Calif., are shown posing for their official picture. In the right foreground is International Vice President Joseph Diviny who administered the oath of office.



Teamster-Inspired

New Jersey Joins Progressive States Banning 'Lie Detector' as Job Test

NEW JERSEY Gov. Richard J. Hughes recently signed into law a bill that prohibits use of the polygraph, the so-called "lie detector," as a condition of employment.

The action added the Garden State to a growing list of states which have banned the machine's use as an employment gimmick.

Most recently taking the progressive step in this type of legislation was Maryland. California, Oregon, Washington, and Alaska also have a similar polygraph statute on the books.

Strong Plea

Generally, the polygraph legislation prohibits employers from demanding or requiring that any applicant for a job or any employee submit to a "lie detector" test as a condition of employment or continued employment.

Spearheading the drive for the polygraph legislation in New Jersey was Joseph G. Biancardi who was elected to the State Assembly a year ago. Biancardi is president of Teamster Local 97 in Newark and is a member of Teamster Joint Council 73's executive board.

Biancardi made a strong presentation in the lower house of the as-

sembly, inspiring a 58 to 0 vote in favor of the polygraph bill which was then sent to the state senate. The senate promptly okayed the legislation and forwarded it to Gov. Hughes.

Following is the complete text of Biancardi's argument in favor of the "lie detector" prohibition as he presented it on the floor of the assembly:

"Assembly Bill A-38 provides that an employee may not be required, as an incident of his employment, to take polygraph or other types of so-called 'lie detector' tests.

"These tests do not detect lies, or for that matter anything else except reactions to certain stimuli induced by the person giving the so-called tests. If technology had perfected a method of detecting lies, there would no longer be any need for the very elaborate court system that our society has devised for evaluation of the truth or falsity of the statements of witnesses and parties.

"To suppose that someone operating a machine which tests blood pressure, pulse, heart beat, or other reac-

tions as a result of questioning, is a reliable guide to the truth or falsity of statements made by the persons questioned, is sheer fantasy.

"The best that can be said for these alleged 'tests' is that when administered by certain highly trained specialists who interpret the reactions from the questions as indicated by a rather complex set of readings recorded on a moving tape, the data as interpreted may—in the case of certain isolated individuals who are undergoing the tests—reveal a possibility that the person answering the questions was telling a falsehood.

Misinterpretation

"However, the findings are susceptible of a great deal of misinterpretation, and the stimuli reactions of individuals undergoing the questions may be due to factors entirely unrelated to the truth or falsity of the responses.

"Furthermore, for a person who has no emotional upset at telling a falsehood (and there are many of them), the stimuli reactions would have no significance whatever.

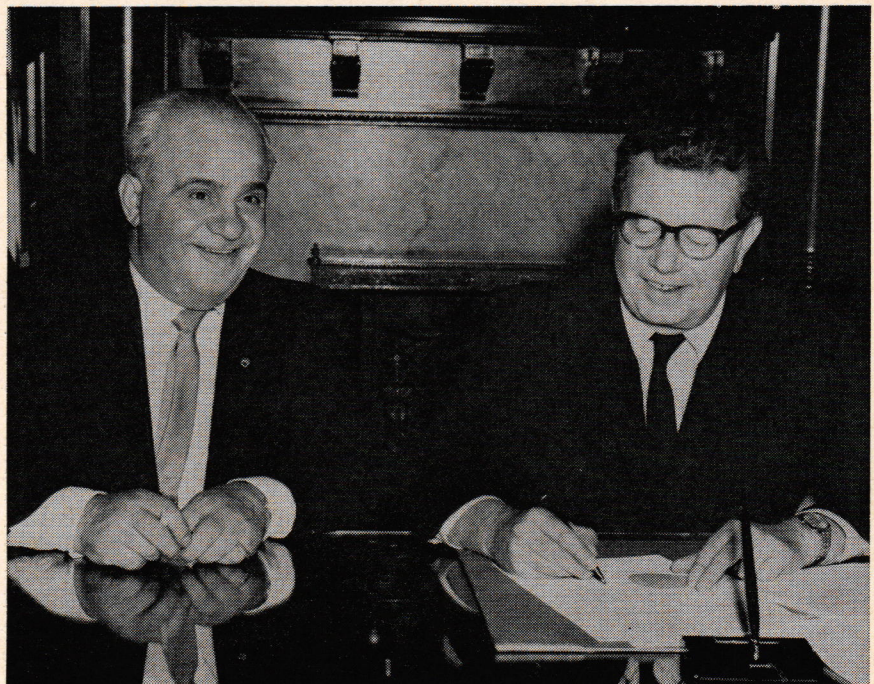
"Most important, however, is the fact that the involuntary applications of these tests is an invasion of the right of privacy.

"I urge your support for this bill."

Sec. Freeman Gives Advice To Candidates

"(Agriculture Secretary Orville Freeman, addressing what he thought was a closed meeting in Washington of Democratic Congressional candidates, and offering some advice on how to handle questions about consumer prices, as reported by the *Evening Star*, Washington:)

"Slip, slide and duck any question of higher consumer prices if you possibly can. Don't get caught in a debate over higher prices between housewives and farmers. If you do, and have to choose a side, take the farmer's side. It's the right side, and besides, housewives aren't nearly as well organized."—*Wall Street Journal*, Aug. 15, 1966.



New Jersey Assemblyman Joseph G. Biancardi (left) is all smiles as Gov. Richard J. Hughes signs into law a bill prohibiting use of the polygraph "lie detector" test as a condition of employment in the Garden State. Biancardi, a freshman legislator, is a New Jersey Teamster leader of long standing.

Biggest Ever

Teamster Awarded \$725,000 In Illinois Personal Injury Suit

A member of Teamsters Union Local 179, Joliet, Illinois, was awarded the largest personal injury verdict in the State of Illinois on June 13, 1966.

Gerald Dibble was granted \$725,000.00 by a jury of seven men and four women in the courtroom of Judge Joseph J. Butler of the Circuit Court of Cook County in Chicago after a three-week trial. The verdict was against Douglas Equipment, Inc. of 9124 Ogden, Brookfield, Illinois.

Dibble, a truck driver for the Federal Paper Board Company, Morris, Illinois, was injured on March 4, 1960, in Charleston, West Virginia, when the wet tank on the air brake system of a Douglas truck exploded. Dibble's employer had leased the truck from Douglas, and Dibble was traveling interstate from Chicago to Charleston at the time of the accident.

He had stopped at a turnpike restaurant for about a half an hour and left the motor running because of cold weather. When he returned

to the tractor trailer unit, he heard a hissing noise. He went into the cab and noticed that the air pressure was low and took a flashlight out to see what was causing the hissing noise. The flashlight did not work. He then lighted a flare, or fusee, and—while the motor was running—got between the tractor and trailer to investigate the hissing noise when the explosion took place.

Philip H. Corboy, attorney for Dibble, claimed that carbon had built up in the compressor system of the air brakes and had ignited with oil in the air tank causing the explosion. Among the 26 witnesses who testified for the plaintiff, were experienced truck drivers who testified that it was the custom and practice of drivers to use fusees for illumination purposes and thawing of frozen lines. Corboy also showed a movie demonstrating that a fusee would have no effect on a clean air tank.

Douglas was responsible for the maintenance and inspection of its tractor. From the records of Douglas, Corboy was able to show that Dibble in the three months prior to the accident turned in 10 driver's maintenance reports for the truck involved in the explosion showing need for brake adjustments and that on only four occasions was work done on the brakes.

Three Years Old

Corboy also showed that Douglas had failed to follow proper preventive maintenance recommendations contained in the manual of the manufacturer of the truck and in the manual of the manufacturer of the air compressor.

The recommendations were that the air compressor should have been disassembled for checking carbon buildup every 100,000 miles and that the compressor and lines should have been cleaned or replaced. Douglas records revealed the compressor had never been disassembled although the truck had been in use for some 255,000 miles in the three years since its purchase.

Recommendations of the National Safety Council on proper preventive

maintenance were also produced in which even more frequent inspections were recommended. A witness who had previously been an executive with the Chicago Transit Authority and Greyhound Bus Company in charge of maintenance operations for those companies testified that those companies had stressed preventive maintenance and safety and replaced compressors at 75,000 to 100,000 miles. Attorneys for Douglas claimed that the explosion was unexplainable and that Douglas' maintenance methods were not connected with the accident.

Number One

Dibble had worked for Federal Paper Board from 1953 to 1960 as a truck driver. For a short time prior to that he had owned his own truck and ran a small trucking business. He was making \$10,000 a year at the time of the accident and was paid on a mileage basis. Dibble's attorney subpoenaed records of the Teamsters Union to show that Dibble was number one on the seniority list and would have retained his seniority had he not been injured. Union records also showed that members of the union had received increases in pay since the occurrence and Dibble would have received approximately \$12,500.00 a year by 1966.

Dibble, father of four daughters, spent 10 months in hospitals in Charleston, Joliet and Chicago. He suffered a compound depressed skull fracture which resulted in paralysis of the left leg below the knee, some brain damage and impaired vision. He has not been able to return to any gainful occupation. His medical bills which were paid by his workmen's compensation carrier were approximately \$20,000.00.

● Montana Pact

Teamster Local 53 of Bozeman, Mont., has reached an agreement with Montana State University covering food service employees and housekeepers working in various resident halls on the campus.

Robert L. Rampy, secretary-treasurer of Local 53, said the settlement contained wage hikes of 8 cents an hour the first year and 9 cents an hour starting July 1, 1967.

The contract also contained an improved work week schedule, an additional holiday, new language on temporary assignments, and includes call-out guarantees.

Steward Training

Recent graduates of Teamster Local 452's annual Stewards Training School are shown here. At lower left are Don Sutton, president, and Charles Lindsay, secretary-treasurer of the Denver-based local union. At lower right is Prof. Walter Uphoff, director of the Committee on Labor Education and Research at the University of Colorado, who instructed the 8-week course in union leadership.



Council Sponsors

Teamsters Display Art In New York Exhibition

Almost 100 oil paintings and pieces of sculpture created by Teamsters Union members in New York City were exhibited at a 2-day showing held by the Teamster Art Center recently.

The art show was the direct result of a program established by Teamster Joint Council 16 a year ago, in the belief that man lives not by bread alone, to encourage local union members in the development of a rewarding and satisfying hobby.

The Joint Council, which has some 165,000 members in 55 local unions, endowed the Teamster Art Center with a \$50,000 grant. The money was used to rent and equip a studio, retain a professional instructor, and conduct free evening classes in painting and sculpturing.

Some 75 truck drivers, warehousemen and others took advantage of the program immediately. Many had never painted or sculpted before their enrollment in the classes directed by Mrs. Corinne Kweskin.

Progress

After a year's worth of effort, the students and teacher agreed to put on an exhibition to illustrate their progress. One student quickly sold a painting for \$175.

The Teamster Art Center was started under the leadership of the late John O'Rourke, International Vice President who also headed Joint Council 16. International Vice President Joseph Trerotola, now president of the council, has carried on the program.

In a brochure prepared for the exhibition of Teamster members' art, the Joint Council 16 executive board commented about the cultural pursuit:

"We are proud of the results. They are exhibited with pleasure—a pleasure which we would like to share with you."

Both paintings and sculpture were shown by John Bertolini of Local 757, Robert Hutchinson of Local 602, and Malachy Libbers of Local 553.

Sculpture alone was shown by Vin-



Frank Castellano, a member of Teamster Local 816, painted this scene of New York City at night, aptly titled, "City at Night."

cent D'Andrea of Local 832, Joseph Galotti of Local 831, and Charles Schaefer of Local 237.

Paintings were exhibited by (local union number follows the name):

Michel Alphonse 816, Al Benedetti 707, J. Bowe 3, Marilyn Brenner 816, Beverly Bronseaux 237, Frank Casazza 807, Frank Castellano 816, Willie D. Choice 810, Herbert Crespo 810, Nicholas DePalma 810, Thomas M. Foy 282, Joseph Goss 816, Mattie Hampton 237, Richard A. Johnson, Jr., 804, Reuben Karlin 237, Stephen V. Orlando 831, Gwendolyn Richards 237, Blossom Silver 237, Saul Solomon 816, and James F. Callahan 757.

Ohio Firm's Threats End In Defeat

Valley Homes, Inc., of Sharonville, Ohio, said the National Labor Relations Board in a recent decision, violated the Act by unlawfully interrogating employees about their activity for Teamster Local 100 of Cincinnati, and threatening them with economic

reprisals if the local union became their bargaining agent.

Affirming the trial examiner, the Board found that the employer was also guilty of discriminatorily discharging Jess Wilson. Contrary to the company's contention that Wilson was discharged for cause, the examiner concluded that the discharge was motivated by "anti-union considerations."

The employer, a manufacturer of prefabricated homes, was ordered to cease the unlawful activity and reinstate Wilson with backpay and interest.

● Rubber Workers

An initial 5-year agreement for 400 rubber plant workers of Cupples Co., has been ratified, providing retroactive pay increases ranging from \$50 to \$470, according to John Naber, president of Teamster Local 688 in St. Louis, Mo.

Naber said all monetary benefits in the agreement are retroactive to last Feb. 4, the date when the National Labor Relations Board certified Local 688 as the bargaining representative for the Cupples employees. The company manufactures tire innertubes.

Pay raises ranging between 5 cents and 60 cents per hour were negotiated to go into effect immediately. An 8-cent hike goes into effect the second year, 7 cents the third year, and two wage reopeners are scheduled during the fourth and fifth years of the contract.

The company's profit-sharing program was disbanded with the new agreement and an accumulated \$275,000 was distributed to 183 employees who had participated in the plan. The profit-sharing program was replaced with participation in the Central States pension program.

Also negotiated were health and welfare benefits, improved holiday and vacation schedules, and other gains standard in Teamster contracts.

● Flight Engineers

The Teamsters' Airline Division has been chosen by unanimous vote to represent 28 flight engineers employed by Trans International Airline. The division has filed for an election for the line's 65 pilots, more than 80 per cent of whom have signed cards requesting representation by the Teamsters.

Impairment of Fair Trial by Press Subject of Book by Zagri

Readers of books often run away and hide from literary efforts by intellectuals crusading on a weighty subject. Tell these readers that the book in question is primarily a collection of appendages, and their reluctance to grapple with the content is enhanced.

No such reluctance should be entertained by any reader for a book just published by Sidney Zagri, legislative counsel for the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, in which Zagri crusades for legislation to prevent trial of accused individuals in mass media before a jury hears the case.

The book, "Fair Trial, Free Press" is fascinating reading for the casual reader seeking entertainment. It is one of those literary works which falls on the "must list" for those who concern themselves with basic constitutional rights and the civil liberties of Americans.

Says Professor Philip B. Kurland, professor of law at the University of Chicago and author of "Religion and the Law: Of Church and State and the Supreme Court":

"I don't mean to suggest that Mr. Zagri's fight for legislation aimed at curbing the abuses that result from using the public press to influence judicial tribunals is totally disinterested. Certainly the Teamsters—and Mr. Hoffa—learned the problem the hard way, as Mr. Zagri's essay reveals.

"On the other hand, it should be noted that any legislation that might result would hardly, be efficacious in curing whatever injuries had been imposed in the past by the derelictions of the Department of Justice in dealing with the Teamsters and Mr. Hoffa. It is rare that a litigant who has suffered abuses that might be prevented by legislation takes up the cudgels on behalf of such legislation. Legislation is ordinarily prospective in its effect, and, therefore, of little benefit or interest to those who have already been imposed upon. It is for this reason that the activities of Mr. Zagri on behalf of the legislation he sponsors herein is extraordinary."

It is on the documented evidence of Justice Department activities to influence prospective jurors in Hoffa trials by press, radio, and TV that Mr. Zagri has crusaded for legislation to prevent trial by press and trial by press release. Legislation to this effect has been introduced in two sessions of the Congress, but as yet has not gained the popularity to overcome the power of the press itself.

"Fair Trial, Free Press" devotes 38 pages to Mr. Zagri's review of government attempts to blacken the Hoffa name before he was brought to trial. Although a lawyer himself, Mr. Zagri has overcome the embargo of the legal mind against communicating with his readers. Quite to the contrary, Mr. Zagri's prose is exciting and to the point.

His writing is both a lawyer's brief and, yet, also, a fascinating weaving together of the government plot against Hoffa. The subjects in the appendix of "Fair Trial, Free Press" are not case citations but actual examples—magazine articles, press releases, radio and TV commentaries—of how the government proceeded on the eve of Hoffa trials to plant derogatory information before the American public from which jurors would be chosen.

Published by Chas. Hallberg & Company, Chicago, the book will soon be available in the bookstores.

Although as Professor Kurland states, the book is not "totally disinterested," one gets the feeling as he reads that he, too, is involved in Mr. Zagri's crusade for protection for the accused against conviction in the press. And, of course, he is.

"Fair Trial, Free Press" is a serious work. It deals with a question of vital concern to basic liberties. Yet, through his association with the Teamsters, Mr. Zagri has been able to observe, over the years, a so-called 'celebrated' case, the case of the government's vendetta, under Bobby Kennedy, of James R. Hoffa, general president of the Teamsters.

It is the documented story of facts—which would delight the writer seeking a plot for fiction—of a multi-millionaire politician playing investigator for political gain with the president of a powerful labor union as his target.

It is the documented story of how the monied politician disregarded all rules of fair play in his attempt to win a contest which he began.

On the other hand, it is the story of a labor leader who battles back against the odds, to win not only his own battles but also to protect basic American freedoms—the right to a fair trial—against the unscrupulous politician who turned to sensational journalism when all else failed.

Sidney Zagri has done an extraordinary job of treating the subject matter with objectivity and urgency when the subject matter itself would adapt to the sensational. Mr. Zagri has avoided that trap, and for that reason, "Fair Trial, Free Press" is highly recommended reading for Teamsters and their friends everywhere, and for all of those who treasure the basic and fundamental right in a democracy to be presumed innocent until proved guilty in a court of law beyond all reasonable doubt.

● Teamster Wins

Ed Sharp, a member of Teamster Local 898 in El Centro, Calif., recently won one of the nation's most competitive bow-and-arrow contests—the Southwestern Sectional Archery Championship at Albuquerque, N.M.

Sharp, who has been firing his 41-pound bow for only 2 years, had to best a field of 180 archers from the 7 western states to win the crown.

● On Board

Felix R. Monteiro, a member of Teamster Local 59 in New Bedford, Mass., is a member of that city's community action program known as ONBOARD, Inc., and has also been named to a 28-member advisory board on the national scene.

Monteiro is employed by Perini Construction as a truck driver and is active in many civic groups in the New Bedford area.

Wages, Profits Viewed by Ike Economist

"In the course of the current business expansion, which began early in 1961, the percentage share of profits in the national income has risen persistently. Although this is a normal cyclical development, the present expansion has not been of normal length. In view of its protracted character, it is only natural that trade union leaders have become disturbed about the shift in income distributions.

"During the past 6 months, wage rates appear to have risen less on the average than consumer prices; in other words, despite productivity advances, real hourly wages have not improved recently. This development is causing uneasiness among the rank and file as well as among the trade union leaders.

"Since wages have been slow in adjusting to the movement of profits and consumer prices, it seems probable that large wage adjustments are still ahead of us. If the airlines strike is a symptom of the mood of labor, as I think it is, a sharp upsurge in wage demands is likely in the extensive labor negotiations scheduled for next year . . ."—excerpted from a letter-to-the-editor of the Washington (D.C.) *Post*, Aug. 15, 1966, written by Arthur F. Burns, professor of economics at Columbia University, one-time advisor to President Eisenhower.

In Ohio

Governor Rhodes Names September As IBT Highway Safety Month

Teamster Local 100, in Cincinnati, which introduced a resolution at the recent Teamster convention establishing September as Safety Month in the Teamsters, is carrying forward with its program of highway safety.

Through the efforts of Local 100, Ohio Governor James R. Rhodes recently proclaimed September as Teamster month in Ohio. His proclamation read:

"WHEREAS, the International Brotherhood of Teamsters in cooperation with the local unions in Ohio are vitally interested in highway safety and in highway safety education; and

"WHEREAS, this concern of the International Brotherhood of Teamsters expresses itself in a continuous safety education program among its members and cooperative efforts with

all public agencies charged with the responsibility for public traffic safety, and

"WHEREAS, such cooperative efforts over a period of years have constituted a substantial contribution to observance of traffic laws and regulations in the nation at large, and in the state of Ohio,

"NOW THEREFORE, I, James A. Rhodes, Governor of the State of Ohio, in recognition of the timely and constructive achievements of the International Brotherhood of Teamsters in behalf of traffic safety, do hereby designate the period September 6 — October 5, 1966, as International Brotherhood of Teamsters Safety Month in Ohio and call upon all citizens during this month to lend their cooperation to this safety program."

With Governor James A. Rhodes, of Ohio, during the governor's recent proclamation designating September 6 — October 5, 1966 as International Brotherhood of Teamsters Safety Month, are officers of Teamster Local 100, in Cincinnati. From left to right, Ira Farmer, business representative; George P. Starling, president; Governor Rhodes; business representatives Earl G. Guigley and John W. Meade, Sr.



Community Service

Teamster Floor Dedicated At City of Hope Center

Teamster generosity and interest in furthering medical science and bringing aid to those afflicted with catastrophic diseases was symbolized in the recent dedication of a new biological research building at the City of Hope in Duarte, Calif.

Formal acknowledgment of the Teamster's part in raising money that helped construct the 2-story, million-dollar research facility was made at the unveiling of a commemorative plaque. Inscribed on the plaque located on the second floor of the structure are the words:

"This floor constructed through the generosity of local unions and friends of the Western Conference of Teamsters—Einar O. Mohn, International Director."

Housed in the structure are 23 ultra-modern laboratories, animal quarters, staff offices of research specialists and service areas utilized in the basic research that the City of Hope pursues in a search for answers to the causes and treatment of heart and respiratory ailments, cancer, leukemia, and tuberculosis.

In his remarks at the dedication,

Western Conference Director Mohn said:

"The Teamsters and others who joined in our fund raising take pride in this impressive and extremely functional research facility. It is our sincere hope that these new facilities and the skilled and dedicated people who work herein will be rewarded with breakthroughs in medical science that will bring about cures or lessen the suffering of individuals afflicted with what we refer to as catastrophic diseases. Any medical advancement that stems from the additional research this building makes possible will more than justify our efforts."

Executive Director Ben Horowitz and Dr. Paul L. Wermer, executive medical director at the City of Hope, expressed gratitude for the nearly \$225,000 that Teamsters and their friends contributed toward construction of the new facility.

● El Paso Vote

A majority of some 75 employees at Cashway Bldg., Materials Co., Inc., in El Paso, Tex., voted for repre-

sentation by Teamster Local 941 in a recent National Labor Relations Board election.

Ceferino Anchondo, Jr., assistant business agent at Local 941, said 59 workers voted.

The new bargaining unit is composed of over-the-road drivers, warehousemen, mechanics, yard helpers, forklift operators, carpenters, fabricators, and counter salesmen.

Cashway manufactures prefabricated support beams and supplies lumber, hardware, and other building materials.

● Plastic Ballot

Workers at Specht Plastics, Inc., of Somerset, Pa., voted unanimously for representation by Teamster Local 453 in a recent National Labor Relations Board election.

Joseph Freno, Local 453 business agent, said the vote count of 21 eligible voters was 17 for the union and none against. The new unit includes truck drivers, production workers, machine operators, maintenance men, assembly workers and moulders.

Specht Plastics manufactures baseball safety helmets, chair seats, waste-paper baskets, and similar items.

● Illinois Election

Car greasers and washers, lot boys, and parts department workers employed by Whitaker Ford, Inc., of Springfield, Ill., voted unanimously for representation by Teamster Local 916.

New Orleans Local Wins NLRB Case

The National Labor Relations Board ordered and the Diaz Drayage Co., of New Orleans, La., agreed to cease bargaining directly and individually with employees in an appropriate unit with knowledge that Teamster Local 270 represented the workers.

The company also was ordered to cease unilaterally granting wage increases or making changes in terms and conditions of employment without affording the union a reasonable opportunity to bargain on such matters.

The Board said the employer agreed to bargain with Local 270 upon request.



Viewing a plaque acknowledging Teamster generosity at the City of Hope are (left to right): Ben Horowitz, executive director at the City of Hope; Joe Ballew and Einar O. Mohn, comptroller and director respectively of the Western Conference of Teamsters; Dr. Paul L. Wermer, executive medical director at the City of Hope, and Jack Annand, president of Teamster Joint Council 42.

Boss Slapped by NLRB for Action

Great Dane Trailers, Inc., of Savannah, Ga., ruled the National Labor Relations Board recently, violated the Act on a half-dozen counts brought forth in charges filed by Teamster Local 728 of Atlanta, Ga.

Agreeing with the trial examiner, the Board said that Great Dane, a manufacturer of truck trailers, violated the Act by:

- Unlawfully interrogating employees about their activity for Teamster Local 728.

- Discharging James Lyons for such activity.

- Threatening economic reprisals.

- Creating an impression of surveillance of union activity.

- Warning employees not to discuss union matters on company time or property.

Reversing the trial examiner, the Board said the employer also was

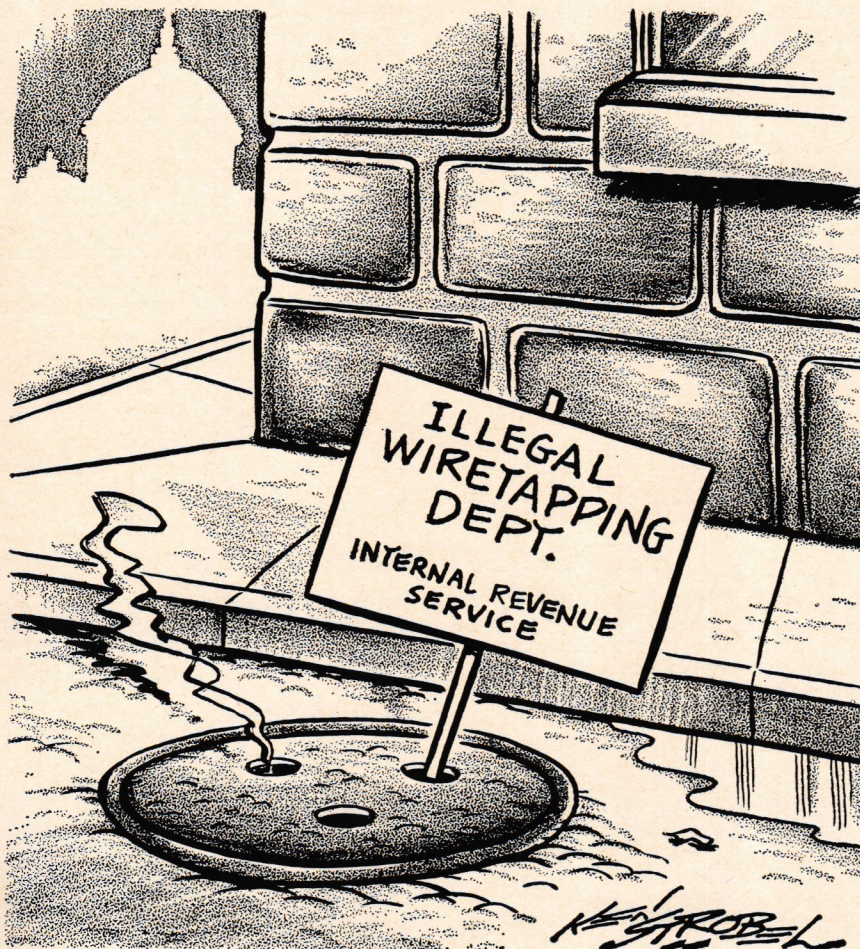
guilty of discriminatorily discharging Randall Thompson for allegedly criticizing a leadman.

The Board concluded that Thompson was called on the carpet not because of his remarks about a leadman "but in order to be interrogated about the union activities in the plant, and, under all the circumstances, we believe that respondent proceeded to discharge Thompson because of his union activity . . ."

Continued the Board: "The matter of Thompson's alleged insubordination arose only after Thompson was again interrogated about union activity and, plainly, was seized upon as a pretext for the discharge."

The company was ordered to cease the unlawful conduct, and reinstate the discriminatees with backpay and interest.

Annex



Award to Backhus



International Vice President John B. Backhus, president of Philadelphia Teamsters Joint Council 53, is shown shortly after receiving the 15th annual Deborah Hospital humanitarian award. Admiring the plaque of honor held by Backhus are his grandsons John B. (left) and Stephen Backhus. Looking on are Paul Cupp (center), chairman of Acme Markets, Inc., and Jack Lesser (right), president of Deborah Hospital.

● Dairy Contract

Teamsters employed in the dairy industry in the greater Denver area won substantial wage gains in a new 2-year contract with the Associated Milk Dealers after lengthy negotiations.

Paul Ashcraft, secretary-treasurer of Local 537, said initial pay raises were retroactive to April 1. The contract provides a pay hike of 15 cents hourly in each year for supermarket dairy drivers. All other plant employees and drivers received 16 cents an hour in each of the 2 years.

Ashcraft said wholesale drivers switched from commission wages to an hourly rate which will include 6 paid holidays and a "true" time and a half for overtime work.

● Pipe Workers

Employees of the Hall Process Co., pipe wrappers and processors in Clackamas, Ore., voted for representation by Teamster Local 162 in a recent National Labor Relations Board election.

Joe Edgar, secretary-treasurer of Local 162, said all 32 employees eligible to vote did so.

Retires



Lemuel R. Joiner (center), a member of Teamster Local 79 in Tampa, Fla., retired recently after 18 years on the job at Ryder Truck Lines. Fellow workers gave Joiner fishing equipment and management gave him a plaque. Shown with Joiner are Dudley Elliot (left), steward, and R. C. Attaway, Ryder district manager.

Violates Act

H & H Plastics Mfg. Co., of Grand Rapids, Mich., violated the Act by refusing to recognize and bargain with Teamster Local 406, majority repre-

On Mission



H. P. Dillon, Jr., president of Teamster Local 505 of Huntington, W. Va., recently was a member of a West Virginia industrial group taking a 21-day trip to Europe to attend the 1966 World Trade Mission.

Roadeo Winners



Among the scores of Teamsters heading for the National Truck Roadeo in mid-September at Minneapolis are these winners from New York State (left to right): Robert Harvey, 5-axle contender; father and son Leo Granello, 3-axle champ, and Peter Granello, 4-axle champ for the 6th time; E. J. Bennett, director of the Trucking Federation of the Niagara Frontier; Edward Strassel, third in 4-axle; J. B. Lis, chairman of the New York State Assembly Motor Vehicles Committee; Claude A. Pollet, straight truck, and Herbert Waite, 5-axle champion.

sentative, according to a recent National Labor Relations Board ruling.

Sustaining the trial examiner, the Board held that the company's defense was invalid. The employer contended that several of the authorization cards were no good because an employee soliciting for cards told other employees "that when the union had enough people sign the cards, there would be an election."

The Board stated: "The trial examiner correctly held, in accordance with existing precedent, that the cards were not rendered invalid by Harold Jones' statements to the employees in question. Moreover, the membership application cards were unambiguous and clearly authorized the union to repre-

sent the card signer for purposes of collective bargaining."

The employer also was found guilty of unlawfully dominating the "Employees' Committee of H & H Plastics Mfg. Co."

Other employer violations included threats to move the plant if the union got in, and dealing directly with employees. The employer's unlawful conduct, said the Board, also interfered with the employees' free choice in the election which the union lost.

Accordingly, the company was ordered to cease the unlawful conduct, bargain with Local 406 upon request, and withdraw recognition from the committee. The Board also dismissed the election petition.

25-Year Members

Teamster Local 456 in Elmsford, N.Y., recently sponsored a dinner for its 25-year members at the local union headquarters. Among those receiving 25-year pins were some of the officers seated in the front row (left to right): Howard Miller, Joseph Warhol, James Rodgers, executive board members; Peter Calabrese, secretary-treasurer; Joseph Trerotola, International Vice President; John Leggio, president, D. C. Revellese, and Samuel J. Tritto.



● Delinquent Employers

More than 212,000 employers are delinquent in remitting to the Treasury Department nearly a quarter-billion dollars in federal withholding taxes they withheld from their employees' paychecks during 1965.

The annual report of the Internal Revenue Service for the year-end 1965 shows that the delinquent sum of \$222,296,000 is almost entirely income and Social Security taxes withheld from employees' pay but not paid over to the Treasury despite repeated notices.

● Welfare State Myth

"The fact is that the widely acclaimed 'welfare state' in our country is but a myth.

"The patchwork of social welfare measures which now exists has been won only in hard struggle against the opposition of big business, and the victories wrested from it have been meager indeed.

"Present standards are woefully lacking and are considerably behind even those of other capitalist countries.

"Often they are little advanced beyond the levels of the 'thirties and more often, in view of the great rise in living costs, they have fallen behind those levels."—Hyman Lumer in *Poverty: Its Roots and Its Future*.

● Children and Earnings

Parents having youngsters who worked during the summer can claim the child as a dependent for tax purposes, assuming that the parent furnishes more than half the youngster's support and that the youth does not earn a gross income of \$600 or more.

There are exceptions to this generalization:

—The \$600 limit does not apply to a child under 19 years of age.

—The \$600 limit does not apply to a child 19 or over who is a full-time student or is pursuing a full-time on-farm training course.

● Irish Bank Strike Postscript

Remember that strike of junior bank officials seeking higher salaries in Ireland? It came to an end after three months with something of a victory for the strikers.

The strikers voted to accept an immediate pay hike of \$420 a year for managers and \$364 annually for tellers.

Oddly enough, the banks themselves made money on the strike. Their funds were invested and making profits while their biggest single cost, the payroll, was cut off.

● LBJ's Dilemma

President Johnson's labor policy, Capitol Hill observers believe, is facing a dilemma as a result of a territorial action that took place thousands of miles from the Continental boundaries.

Guam's territorial legislature recently passed a right-to-work law. The President has a choice of vetoing the measure within 90 days or allowing its passage to become final. The 90-day deadline falls a few days before the November election.

The question is viewed as a real test of LBJ's avowed dedication to right-to-work repeal.

● Newspapers Silent

Senate Democratic Whip Russell B. Long of Louisiana complained recently that newspapers were not publishing stories about increasingly high interest rates, calling it "the best kept secret since the atomic bomb."

When asked what would shed some light on the rising interest rates which are throwing the blocks to consumers, Sen. Long replied:

"The best thing to do is get a parachute, jump off the Washington Monument, and carry a sign."

● Strike Report

Nearly 992,000 workers were idled by strikes during the first half of 1966—the largest number for a comparable period since 1955—according to the Labor Department.

The Department noted in its regular strike report, however, that the amount of actual working time lost during the 6-month period was less than during the same period last year.

● Women Unionists

Of the total gain of about 350,000 in union membership during the 1962-64 period, an estimated 140,000 were women, according to the Bureau of Labor Statistics.

The increase in women members of unions was centered in government and manufacturing. Of the estimated total union membership of 18 million now, about 1 of every 5 is a woman worker.

The BLS attributed the distaff increase to a more successful effort at organizing white collar workers during the 1962-64 period.

National Labor Relations Board records show that the Teamsters Union, more than any other labor organization, has had the most success at organizing white collar workers in recent years.

● Teamsters Continue Lead

Affiliates of the International Brotherhood of Teamsters again set the pace in organizing as they

led National Labor Relations Board representation election statistics for the month of June.

In single-union balloting, Teamsters took part in 26.6 per cent of all elections (173 of 650) and won 27.2 per cent of all elections won (111 of 407). The Teamster percentage of won elections (111 of 173) was 64.2.

Of 22,520 workers who chose union representation in June, some 3,035 of them—or more than 13 per cent—went Teamster.

● Canadian Principle

Ten leaders of the Canadian area International Longshoremen's and Warehousemen's Union recently were sentenced to fines totaling \$4,100 or an alternative of 3 months in jail on contempt of court charges.

They refused to obey an injunction (secured by the employers) which instructed them to order ILWU members to work on May 23rd, Victoria Day. As defined in the Canada Labor Code, Victoria Day is one of 8 statutory holidays.

The ILWU leaders chose jail rather than pay the fines—on the principle that they could not obey an injunction which took away from them rights guaranteed by Canadian law.

● Creeping Inflation

A man with a wife and two children today needs to earn \$13,234 annually to be able to buy the same amount of goods that he could purchase with \$5,000 in 1939.

The estimate is made by the National Industrial Conference Board, a private economic research group in New York.

Additionally, said the NICB, a wage earner drawing \$5,000 in income now pays out about 9 per cent of it in taxes, against a tax payout of only 1.2 per cent in 1939.

● Wiretapping Bill

Sen. Edward V. Long, Missouri Democrat, told the 29th convention of the Plumbers and Pipefitters that he is going to draw up "the first comprehensive bill on wiretapping and eavesdropping ever before Congress."

"But," he warned, "we have a long way to go before we gain the support to get my bill through both Senate and House."

Said Long: "I think unions should consider including in their work contracts, provisions guaranteeing them against prying and spying by the employer. The union member, like everyone else, deserves a legal recourse when his privacy is being invaded."

● Truth-in-Lending

The Department of Defense has put out a "truth-in-lending" directive which protects military personnel.

The directive requires that businessmen who loan money or finance merchandise sold to soldiers and sailors must state clearly and accurately the amount of the loan, the cost of financing, and the annual interest rate in dollars and cents.

Enforcement of the order is up to each post commander who may exercise his "off limits" prerogatives against unscrupulous businessmen.

Furthermore, the military will no longer help lenders collect debts arising from "usurious, fraudulent, misleading or deceptive" business practices.

● Farm Worker Income

Federal statistics show that today's farm worker earns an average of \$1.14 an hour—less than half the average for manufacturing workers.

The low farm worker wage is in spite of the fact that the increase in the farm workers' productivity over the past generation has outdistanced that of the industrial worker by two and one-half times.

A study by the Labor Department Employment Service Review noted recently: "It appears that the wages of farm workers can be increased substantially . . . without significantly affecting food prices or the agricultural economy."

● Deceitful Packaging

California's state consumer counsel, Helen Ewing Nelson, charged recently that a national food manufacturer reduced the amount of instant mashed potatoes in its package to conceal a 36.6 per cent price increase in less than 4 years.

Mrs. Nelson, testifying before the House Commerce Committee, said that although the price of the potato package dropped from 37 to 35 cents in this 4-year period, the contents dropped from 7.2 ounces to 5 ounces.

As a result, Mrs. Nelson pointed out, the price per pound increased from 82 cents to \$1.12. She added:

"Though the quantity was less in each new package, each of these changed packages continued to announce on the label—'8 servings.'"

● Poverty Market

The Commerce Department estimated recently that the value of the Negro consumer market is \$27 billion annually.

The estimate was made in a newly published guide for businessmen on the buying potential of more than 20 million American Negroes.

John T. Connor, Commerce Secretary, said in a foreword to the publication that the size of the market reflects "a solid economic advancement" made by Negroes during the past 5 years.

Using the federal figures, the per capita income of Negroes in the United States comes to an average of \$1,350 annually.

● Cost-of-Living

The cost-of-living rose four-tenths of one per cent in July, largely because of higher transportation costs and a smaller-than-seasonal advance in food prices. The rise of 1.2 per cent in transportation costs resulted from increased transit fares in NYC, higher prices for used cars, gasoline, tires, auto repairs, and insurance. Used car prices were up 1.8 per cent.

WHAT'S NEW?

Versatile Buildings Are Bolted Together

For contractors' shops, field offices or storage sheds is offered a new line of bolt-together buildings at low cost. Designed so that walls and roof can be bolted together with simple hand tools for easy erection and even disassembly, the buildings are available in various color finishes on their insulated walls.

New Features of One-piece Muffler

A recently-patented one-piece muffler has an outer shell over an inner straight-through perforated gas passage tube. The outer shell has slotted inlet and outlet extensions which are reduced in diameter for connection to exhaust and tailpipes.

Claim Advantages for Vehicle Undercoating

A new asphalt-base vehicle undercoating for airless-spray application can be applied to more than 1/8-inch thickness without sagging. It goes on quickly and neatly, with minimum bounce-back characteristics, and won't plug up small orifices in airless-spray guns. It has a pebble-grain finish when applied and dries fast to a firm, flexible, tough, abrasion- and corrosion-resistant, sound-deadening protective coating.

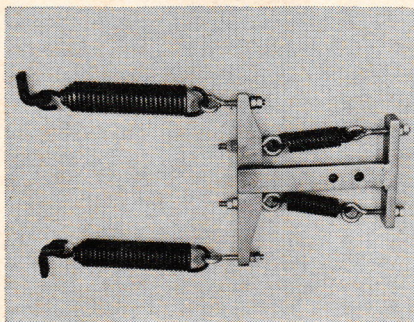
Penetrate Fog With Simple Headlight Device

It is claimed that a pair of fog-busters, newly on the market, can be snapped onto the headlights of cars or trucks with standard dual lamps in seconds. They are designed to help penetrate heavy fog when driving at night on dark roads. In use they assist the driver in following road shoulders

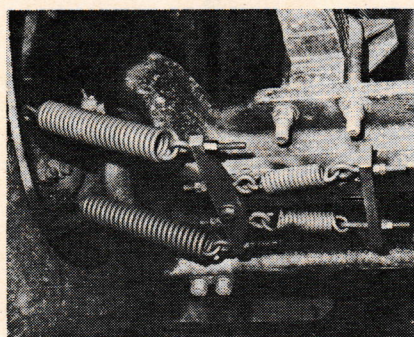
and to see objects normally screened by headlight "backup glare".

Safety Advantages of Stabilizing Device

This equipment is a stabilizing device for the front end of automotive vehicles which virtually eliminates loss of control as a result of blow outs, hitting large objects in the road and oversteering.



The equipment when properly installed will greatly increase front tire wear and will cause front tires to wear evenly with no dipping or gouging. Because of the equalized tensions



exerted it will reduce front end wear—ball joints, king pins, steering arms and bushings will all gain additional life as a result of the use of this equipment.

Portable Storage for Palletized Cargoes

A new type of collapsible canopy is well suited for storing palletized cargo as forklifts can easily drive into it. The fold-away framework is steel tubing with self-locking wheels. They come in lengths from 4 feet up to almost any width and height. These portable storage facilities are covered with a material that is 840-denier nylon outside and Neoprene-coated on the inside.

Automotive Ice Chest Effective, Versatile

Up to 12 king-size cans can be cooled in a portable ice chest for cars that can be used on either the front or rear seat. Three or four scoops of ice should keep beverages cold up to 48 hours. The top of the chest can be reversed for use as a serving tray or its compartments can be used for tissues, cigarettes, matches or coins while the chest remains sealed. The tray feature prevents stained upholstery from spilled beverages.

Mirror Mounted without Tools, Transferable

Installation without tools, drilling holes or special equipment is the special feature of a transferable mirror which comes with replaceable glass protected by a rubber rim. The mirror can be installed on the right or left side and features a curved, adjustable extension arm for vision around extra-wide loads.

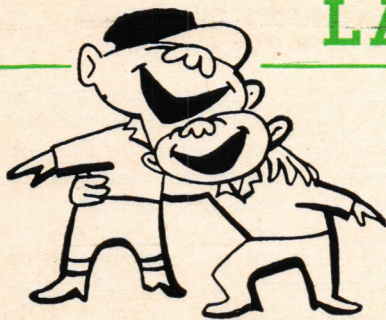
Oil Clutch System Boosts Clutch Life

Clutch life is boosted on engine-powered lift trucks through a new oil clutch system. A stream of oil is sprayed constantly on the facing to reduce heat. A 5-grm pump supplies oil through the heat exchanger and filter. Clutch is standard on many of the manufacturer's models up to 12,000-lb capacity and is optional on smaller units.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Duck-Blind Hunter

Hugo was a good driver, but a lousy shot. In a duck blind one morning, Hugo held his fire while a lone duck flew practically up his gun barrel, then he cut loose. The duck went winging on unscathed and Hugo shouted: "Fly on, you fool, fool bird . . . with your damn heart shot out!"

Bill's Bills

The collectors were pressing down on Old Bill during a drive for church funds: "I can't give nothin'," he pleaded. "I owe nearly everybody now."

"But," said one of the solicitors, "don't you think you owe the Lord something too?"

"I sure do," said the old man. "But he ain't pushin' me like the other creditors are."

Shaggy Story

"Long hair makes a guy look intelligent."

"I saw a wife pick one off her husband's coat and he looked foolish."

Technical Unemployment

"Why did you have to let your maid go, Claire?"

"Well, Elaine, I started thinking about our house, and I decided that with my completely automatic kitchen and laundry and all the other gadgets in the place, I didn't really need a maid. So I replaced her. I hired a mechanic."

Two Too Many

"I've got the very thing you want," said the horse trader to the hillbilly in search of a horse, "a thorough-going road horse. Five years old, sound as a dollar, priced at a hundred dollars and he goes ten miles without stopping."

"Not for me," said the man from the hills. "I wouldn't give you a dime fer him. I live eight miles out of town and I'd be hanged if I'd walk back two miles!"

Makes A Point

A college student majoring in political science objected vehemently to a course in political economy he was required to take.

"That's a useless course," he growled. "Nobody in politics economizes nowadays."

Learns Rapidly

Farmer Brown: "Well, Hiram, what did your son learn at college?"

Farmer Green: "Wal, he hadn't been home a week before he showed me how to open bottles with a half dollar!"

Some Consolation

When you're broke, you don't have many friends. If you fall into some money, you may not be able to buy some friends, but you'll be able to afford a better class of enemies.

Back To Work

The newlyweds were driving away from the church. The groom pulled the bride toward him, put his arm around her shoulder, gave her a loving hug and said, "Now, Honey, what's all this jazz about you quitting your job?"

Some Disappointment

Co-ed: "Did I ever show you where I was tattooed?"

He: "No."

She: "Well, we can drive around that way."

Out of Necessity

Luke, telling how an old girl friend of his had just put herself out of circulation, said: "She didn't want to marry him for his money, but there just wasn't any other way to get it."

Help Wanted

A man and his wife passed away within a few weeks of each other, but went to their separate destinies. Somewhat later, she called to see how he was getting along.

"Fine," he replied. "All we have to do here is to shovel some coal on the fire. We don't work more than two hours a day. How about you?"

"We have to get up at four in the morning," she said, "to gather in the stars, then haul in the moon, and hang out the sun. Then we have to roll the clouds around all day."

"How come you have to work so hard?" he asked.

"Well," she replied, "we're sort of short-handed up here."

Smart Cop

A young man applying for a police job in London, England, was asked what he'd do to break up a hostile crowd. "Take up a collection," he replied.

Status Seeker

Having recently moved into the suburb, she was determined to impress the neighbors. She arranged for a musicale at home, and told her husband to see to the booking of a musician.

"Have you engaged the pianist yet?" she asked her husband a few days before the great evening.

"Yes, my dear," he replied, "a great virtuoso."

"Never mind about his morals. Can he play the piano?"

Magic Elixir

A Michigan editor remarked: "Ohio man who drank 45 cups of coffee a day died at 95. So coffee, it seems, does not keep one awake indefinitely."

Just A Shame

A guide was showing tourists through the Corcoran Art Gallery at Washington. Pausing before a beautiful statuette, the guide said: "This is Venus at the Bath — executed in terra cotta."

One of the tourists exclaimed in horror: "What a pity! How barbarous those Asiatic countries are."

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the September, 1916, issue of the *TEAMSTER*)

Number 9

Curley Extends Many Courtesies to Labor

Recently when General Secretary-Treasurer Hughes visited Boston, Vice-President Jennings wanted to see to it that Brother Hughes and his friends be shown the city in all of its old, historic beauty. Therefore, Brother Jennings informed Mayor Curley that these men were in the city and the mayor immediately placed at their disposal two automobiles in order that they might see the city of Boston right. That is the way Labor, or the men who represent Labor, are respected in courteous old Boston, one of the greatest cities in our country. A representative of Labor would be a long time in New York or Chicago before the mayor of either city would bother about him as a labor official. However, Brother Hughes nor any other International officer for that matter, are not looking nor do they desire entertainment from any mayor, but the men who have held the position of mayor of Boston have a way about them that makes one feel they are doing them an honor by visiting their city and accepting a little courtesy from them. They recognize the value of Labor and understand the humanizing work unions are doing.

Freedom Of Worker Portrayed As Myth

The freedom of the worker is a much talked of topic these days. Some think his conditions are ideal. Recently I listened to college professors and other educators discuss the good working conditions of the miners and the high wages they receive; in fact, it was mentioned that a miner now gets ten dollars per day. It made me smile; I only wished it were true. The freedom of the wage worker amounts to very little. He is free to wear shabby clothes, patched overalls, a battered hat, cheap shoes and poor underwear. He is free to work cheap, long hours in insanitary shops, under poor conditions. If dissatisfied he is free to quit and take chances of finding work elsewhere. As his labor is his only source of income, starvation stares him in the face when he quits work. If he asks for shorter hours, better wages, increased pay for overtime, he is looked upon as a hindrance to prosperity. He is told he is interfering with his employer's business and that such requests cannot be considered or granted. Does this look very much like freedom? Are the prospects of the worker bright, under such circumstances?

Immigrants Need American Spirit

A wholesome feeling of responsibility was apparent in the citizenship convention recently held in Washington, D. C., under the auspices of the Bureau of Naturalization of the Department of Labor. Recent events have made it apparent that there is a very serious national problem involved in the number of people within our boundaries who in spirit at least are not truly Americans. This condition is due to many causes, but principally to the fact that a large proportion of immigration into our country has not been a natural movement but has been stimulated by those who expected to profit by immigrant labor or through transportation of immigrants. Immigrants who are induced to come to the United States by the lure of riches and stories of the great wealth that abounds here are vastly different from the aliens who voluntarily come to our shore in search of liberty, opportunity, freedom and justice.

The problem of Americanizing immigrants within this country is fundamentally a labor problem. It has its other educational side, of course, but that education will do no good if these immigrant workers cannot get wages that will enable them to live in decency and take advantage of opportunities for development. The primary problem is to enable these workers to protect themselves against the greed of employers, to be insured justice in their relations with their employers. Enable the men to get these things and the rest will follow inevitably. It is the law of life that when people are given opportunities they will usually develop and grow into larger stature.

NEWSPAPER KNOCKS INDUSTRIAL GREED

At the New York convention of the National Association of Manufacturers a country-wide organization of employers was urged to combat organized labor. It was stated that "if the business men of this country expect to cope with the American Federation of Labor they must at least have a well coordinated body, as well organized in detail and as well federated among the States."

Under the caption, "Blind Leadeth the Blind," the News-Post of Philadelphia answers these excited business men as follows:

"If the manufacturers took a little time off to study sociological and economic conditions, paid less attention and money to trained lobbyists, and spurned the demagogic harangues of their so-called leaders, and stopped listening to the seductive flirtations of mercenary politicians, they'd soon find that there is no natural conflict of interests between them and their employees.

"Both the employer and employee, under the forms of industry that prevail, are vital factors in the production of wealth. That is a truism that the veriest tyro should understand. The employer doesn't seem to grasp the idea. He continually seeks to enhance his industrial privileges through barter with professional politicians rather than in open-hearted talk with his employees and a common-sense study of economic and industrial conditions."

Correspondence

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Just a few backfires to let the world know that Pittsburgh Local 255, which organized last spring, is still going and well over the two hundred mark and hopes to make further gains.

Offers of all kinds have been made to keep the men out of

the union. Most of the bosses pat the boys on the shoulder, give them a supper of some of the left-overs from the restaurant, a dollar a week more; the same as you would give the baby an all-day sucker to keep him quiet, but if he goes to sleep you can take it from him.

T. H. FORDYCE
Sec. L. U. 255

WEAR THE EMBLEM

OF
Our Organization

ADVERTISE THE BUTTON AND EMBLEM

**Will You Be Ready
... In November?**



YOU CAN'T VOTE...

*... unless you're
Registered!*

Do it NOW!

**And Join DRIVE ...
Make Your
Political Action Effective**